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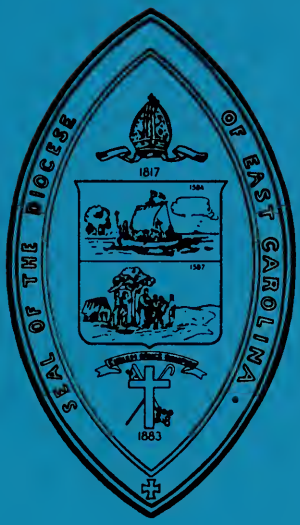

Journal of the Diocese of East Carolina

ONE HUNDRED NINTH ANNUAL CONVENTION
Howard Johnson Plaza Hotel
Fayetteville, North Carolina
February 6, 7 and 8, 1992

CONSTITUTION, CANONS AND RULES OF ORDER
of the Diocese of East Carolina
and
CHARTER AND BY-LAWS OF THE EPISCOPAL FOUNDATION
of the Diocese of East Carolina

1992

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JOURNAL
of the
ONE HUNDRED NINTH ANNUAL CONVENTION
of the
PROTESTANT EPISCOPAL CHURCH
in the
DIOCESE OF EAST CAROLINA
Howard Johnson Plaza Hotel
Fayetteville, North Carolina
February 6, 7 and 8, 1992

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TABLE OF CONTENTS

Directory 1
Roll Call 8
Delegates and Alternates 25
Journal of Proceedings 34
Bishop Sanders' Sermon 49
Bishop Sanders' Address 51
1991 Pledges 56
1991 NDBI 58
1991 Creative Christian Stewardship Grants 60
1992 Budget 61
Episcopal Foundation Funds Description 70
Actions of the Trustees 80
Goals of the Diocese 81
Clergy Salary Study Committee 85
Commission on Ageing 95
Alcohol and Drug Addiction Committee 95
Beaufort County Episcopal Council 96
Board of Managers, Trinity Center 97
Camp Trinity 99
Campus Ministry at East Carolina University 100
Department of Christian Education 102
Christian Social Ministries 102
Commission on Ministry 104
Cursillo 105
Ecumenical Relations 106
Episcopal Church Women 107
Commission on Evangelism and Renewal 108
Episcopal Foundation 109
Happening 111
Kanuga Conference Center 112
Liturgical Commission 113
Department of Mission 114
New Beginnings 116
Planning, Design and Construction 117
Standing Committee 117
Stewardship Committee 118
Thompson Children's Home 119
Youth Commission 123
Saint Augustine's College 124
Saint Mary's College 125
Canonical Changes 127
Resolutions 131
Response to the Bishop's Address 155
Executive Council Minutes 158
1991 Statistics 170
Constitution and Canons 179
Extracts from Canons of the General Convention 209
Rules of Order 213
Episcopal Foundation Charter and By-Laws 215

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AHOSKIE, St. Thomas' [156;1] 4
Carolyn H. Taylor (Carl D. Taylor)
Larry S. Overton (Betsy P. Overton)
Jerrie J. Taylor (Julian R. Taylor)
The Rev. Philip R. Glick

AURORA, Holy Cross [27;1] 2
Harry Douglas (Mrs. Harry Douglas)
The Rev. Charles E. Dove

BATH, St. Thomas' [58;1] 3
Carolyn Ganley (Judy Glick)
Penelope Brinkley (Maryjane Daughtry)
The Rev. J. Gary Fulton

BEAUFORT, St. Paul's [385;1] 5
Joseph D. Sebes (E. Lewis Bryan)
Penelope F. Floyd (Julia T. Sebes)
Dorothy P. Porter (Allen D. O'Bryan)
Charles J. Phillips (George L. Dill)
The Rev. Matthew Stockard

BELHAVEN, St. James' (no clergy) [24] 1
Thomas Allen (Mary Ellen Wahab)

BELHAVEN, St. Mary's (no clergy) [18] 1

BURGAW, St. Mary's [53;1] 3
Mary Caputo (Anthony Caputo)
Karl Crouch (Helen Crouch)
The Rev. John C. Mott

CHOCOWINITY, Trinity [57;1] 3
Billy Albritton (Gray Albritton)
Russell Guthrie (Mary Jo Guthrie)
The Rev. Jeremiah Day

CLINTON, St. Paul's [90;1] 3
Milton Rice (Jo Butler)
Louise Ezzell (Deborah Bass)
The Rev. Tom Cure

COLUMBIA, St. Andrew's [25;1] 2
Ruth H. Woodley (Terry Everett)
The Rev. Webster L. Simons, Jr.

CRESWELL, Christ (no clergy) [13] 1
NO DELEGATES

CRESWELL, Galilee (no clergy) [12] 1
NO DELEGATES

EDENTON, St. John's [29] 1
Carolyn L. Jackson

EDENTON, St. Paul's [275;1] 4

Joseph Bennett (James C. Robinson)
Mrs. Edward Bond
Hood Ellis

The Rev. Russell L. Johnson

ELIZABETH CITY, Christ [271;1;1] 5

Oscar Porter (Joyce Porter)
Myrtle Pritchard (Thomas K. Pritchard)
David B. Wright (Mary Foytik)
Miss Kellam Cavanaugh (Youth)

The Rev. Joshua T. MacKenzie
Deacon Alfred Moncla

ELIZABETHTOWN, St. Christopher's [43;1] 2

Betty Stevens (Ann Hood)

The Rev. Frank Russ

FAIRFIELD, All Saints' (no clergy) [6] 0

NO DELEGATES

FARMVILLE, Emmanuel [64;1;1] 4

John Hines (Terry Hines)
Chris Burti
Sunny Collins (Youth)

The Rev. J. Kenneth Asel
Deacon JoAnn Bell

FAYETTEVILLE, Good Shepherd [26] 1

Darlene M. Bradshaw (Jerri L. Cooper)

(The Rev. James Beckwith)

FAYETTEVILLE, Holy Trinity [425;1] 5

Nancy Broadwell (Larry Jenkins)
Scott Hancox (Douglas E. Nunnally, III)
Thomas Holt (Louise Smith)
Lisa Nance
Elizabeth Nunnally (Youth)

The Rev. Ronald Abrams

FAYETTEVILLE, St. John's [650;2] 7

Herb Thorp (Eddie Waren)
Carl Rosenbaum (Janet Holt)
John Holmes (Hal Broadfoot)
Brownie Schaefer (Bill Powell)
Patti Hutaff (Charles Von Rosenberg)
Brendan Biamon (Youth)

The Rev. David Chamberlain
The Rev. Robert Alves

FAYETTEVILLE, St. Joseph's [110;1] 4

Beulah Quick (Coussie Busby)
Enid Ferguson (Barbara Joseph)

The Rev. Augustine Joseph

FAYETTEVILLE, St. Paul's-in-the-Pines [115;1] 4

Mary Cathryn Murray (Jo Anne Lowder)
George Roraback (Trish Joyce)
Don Walter (Debora George)

The Rev. Lucy B. Talbott

GATESVILLE, St. Mary's [30;1] 2

George Ryan (Jackie Bundy)

The Rev. John E. Taylor

GOLDSBORO, St. Andrew's [36;1] 2

William P. Siler (Ruby A. Siler)

The Rev. Joseph H. Banks

GOLDSBORO, St. Francis' [160;1] 4

Charlotte Campbell (Donna Dunlap)
Salty Wyatt (Lillian Wyatt)
Dean Gurley (Jackie Gurley)

The Rev. G. Edward Dunlap

GOLDSBORO, St. Stephen's [353;1;1] 6

Dwight Mayo (Cathy Howell)
John Holt (Jesse Parks)
Fred Sproul
Elizabeth Sutton
Missie Howell (Youth)

The Rev. Christopher P. Mason
Deacon Gloria Price

GREENVILLE, St. Paul's [579;2;2] 9

W.T. (Ted) Gartman, Jr. (Martha Gartman)
Susan Moody (Drucilla York)
Mary Ross (Sandra Houston)
David Webb
Maurice York

The Rev. Lawrence P. Houston, Jr.
The Rev. Middleton L. Wooten, III
Deacon Scott Luce
Deacon James O. Smith, Jr.

GREENVILLE, St. Timothy's [229;1] 4

Norma Van Veld (Rhine Fecho)
Don Walter (Edward B. Johnson)
Susan Holmes (Helen Rountree)
Stephen Johnson (Youth)

The Rev. Robert B. Hobgood

GRIFTON, St. John's-St. Mark's [64;1] 3

Don Casey, Jr. (Gene Fleming)
Eunice Casey (Geraldine Fleming)

The Rev. Thomas D. Noe

HAMPSTEAD, Holy Trinity [101;1] 4

John Galisdorter (Shirley Galisdorter)
Priscilla Royman (John Royman)

The Rev. John Weatherly

HAVELOCK, St. Christopher's [225;1] 4

Linda Morgan (Robert Cole)
Elizabeth Kroeger (Enid Cole)
Robert Emerson (Helen Emerson)

The Rev. Pamela Miller
(The Rev. Sherman Miller)

HERTFORD, Holy Trinity [78;1] 3

Byron P. Kehayes (Julian Winslow, Jr.)
Barbara Kehayes

The Rev. Wallace I. Wolverton, Jr.

HOPE MILLS, Christ [113;1] 4

Chuck Tabb (Sherrie James)
Johnny Fermanides (Sandy Fermanides)
Judie Bickford (Tucker Barbour)
Nichole Smith (Youth)

The Rev. Frank King

JACKSONVILLE, St. Anne's [358;1] 5

John T. Carter, Jr. (Pat Burr)
Joe McNally (Elaine Irving)
Kay Swindell (Robert T. Swindell, Jr.)
Vann R. Taylor (Julia Taylor)
Michelle Hall (Youth)

The Rev. James C. Cooke, Jr.

KINSTON, Holy Innocents [105;1] 4

Melvin Whitfield (Marguerite Whitfield)
Geroge Bryan (Bett Bryan)
Kay Newman (Keith Newman)

The Rev. Jeff Douglas

KINSTON, St. Augustine's [55;1] 3

Eddie Shackleford, Jr. (LaMar Sessoms)
Teddra Bynes (Beulah Hussey)

The Rev. Bonnie Clarke

KINSTON, St. Mary's [500;1] 5

Ben Baker (Paul Wellman)
John Hoyt (Alice Tingle)
Barbara Houston (Bert Saville)
Scott Bowen (Sarah Weeks)
Constance Hengel (Julie Moock)
Amy W. Anderson (Youth)

The Rev. C. Phillip Craig, Sr.

LAKE LANDING (Engelhard), St. George's [32;1] 2

June Liverman	(Elizabeth Potts)

The Rev. George F. Abele, Jr.

LUMBERTON, Trinity [184;0] 3

Frank Averitt	(Pearl Mattson)
Cherry Beasley	(Carol Mozingo)
Rhys Kear	

MOREHEAD CITY, St. Andrew's [481;2] 6

Jim Christian	(Jim Mercer)
Richard Wray	(Noble Barnes)
Fred Odell	(William Holt)
Dennis Marquardt	(Walter White)

The Rev. C. King Cole
The Rev. John Grayson

NAGS HEAD, St. Andrew's-by-the-Sea [313;2] 6

Helen Cliborne	(Harriet Workman)
Jeff Smith	(Ray Pratt)
Jerry Workman	(Dottie Pratt)
Susan Frucci	

The Rev. Koga Weldon Porcher
The Rev. Hilary West

NEW BERN, Christ [948;1] 6

Elizabeth Ward	(Howard B. Constant)
Dora Taylor	(William B. Rivenbark)
David A. Stoller	(Alvin L. Bonds)
Becky Kafer	(Rozanne McCotter)
Dirk K. Barrett	(E.H. Ricks, II)

The Rev. Dr. Charles M. Riddle, III

NEW BERN, St. Cyprian's [54;0] 2

Dwight Johnson	(John Robinson)
C.C. Stewart, Sr.	(Charles Cobb, Jr.)
Samuel Brock (Youth)	

NORTHWEST (RIEGELWOOD), All Souls' [21;1] 2

Eleanor Cox	(Janet Squires)

The Rev. Porter Cox

ORIENTAL, St. Thomas [114;1] 4

Jean Ah Kao	(Joe Bliss)
George Robinson	
Ralston Welch	
Maggie Hill (Youth)	

The Rev. Dr. John M. Russell

PLYMOUTH, Grace [126;1] 4

Mrs. Jean D. Fordham	(NONE)
Mrs. Corrine Newell	
Russell Newell	

The Rev. J. Fred Fordham

ROPER, St. Luke's-St. Anne's (no clergy) [28] 1
Muril B. Wallace (Kathryn L. Wallace)

ROXOBEL, St. Mark's [15;1] 2
Harriet E. Pegram (John C. Pegram)
The Rev. Edward M. Spruill

SHALLOTTE, St. James the Fisherman [95;1;1] 4
Schuyler Bramley (Carol Bramley)
Jim Commerton (Anne Commerton)
The Rev. Dr. Richard Warner, Jr.
Deacon Elizabeth Buck

SLADESVILLE, St. John's (no clergy) [5] 1
Florence Williams

SOUTHPORT, St. Philip's [199;1] 4
H. Gilbert Powell (George Ellis)
Harriett Powell
Virginia Byrd
Anna Powell (Youth)
The Rev. Robert L. Beasley

SUNBURY, St. Peter's [12;1] 1
Bedford H. Brown (Joyce Elliott Brown)
The Rev. Stanley W. Easty, Jr.

SWANQUARTER, Calvary (no clergy) [6] 1
NO DELEGATES

SWANSBORO, St. Peter's-by-the-Sea [137;1] 4
Dr. Charles L. Garrett (Betty L. Hagood)
Elizabeth O. Crowell (Frank W. Harrington)
William W. Crowell (Mary Lou Harrington)
The Rev. Johnson Hagood

THOMAS LANDING, St. Philip's [29;0] 1
Keith Pierce (Lisa Pierce)

TRENTON, Grace [27;1] 2
Sue Jane Miller (Mickey Jernigan)
[The Rev. Robert Torrey]

VANCEBORO, St. Paul's (no clergy) [51] 2
Abe Cleve (Fountain Simpkins)
Virginia Cleve (Mavis Simpkins)

WASHINGTON, St. Paul's [55] 2
Charles Jones
Doris Jones

WASHINGTON, St. Peter's [422;1] 5

Alice Lynch	(Donald Davenport)
William Greene	(Robert Meek)
Marsha Hackney	(Ann Harrell)
John Hill	(C.A. Mann)
Lex Mann	

The Rev. William J. Bradbury

WASHINGTON, Zion (no clergy) [52] 2

Frances Douglas	(John Comish)
Don Harrell	(Shirley Comish)
Todd Howell (Youth)	

WHITEVILLE, Grace [75;1] 3

Willard Seehorn	(Bill Horne)
Michael Cooper	(Eva Cooper)
Kate Cooper (Youth)	

The Rev. Robert T. Schriber

WILLIAMSTON, Advent [129;1] 4

Stan L. Crowe	(Mabel Arnold)
Adele Dees	(Mary Anne Crowe)
Mary Charles Coppage	(Lurene Bridgen)

The Rev. James R. Horton

WILMINGTON, Church of the Servant [137;1;1] 5

Becky Eckhardt	(Deborah Heathcock)
Dick Harold	(Joan Geiszler-Ludlum)
Ann Hines	(Ginny Shew)
Hoke Pollock (Youth)	

The Rev. Joseph W. Cooper
Deacon R.C. West

WILMINGTON, Good Shepherd [157;1] 4

Mary Bellamy	(Mary Jones)
Wes Magee	(Doris Melton)
Lionel Spencer	

The Rev. Burton Whiteside

WILMINGTON, St. Andrew's-on-the-Sound [313;2;1] 6

William A. Young	(Katharine Alexander)
Patricia S. Howe	(Michael E. Monroe)
Sandy Hill	
Beverley Hill	
John Hill (Youth)	

The Rev. William B. Trimble, Jr.
The Rev. Beverly Weatherly
Deacon William Ray

WILMINGTON, St. James' [1040;2] 7

Thomas P. Laney (Clayton Callaway)
John Rawlings (Bradford Cantwell)
Erich Cluxton (Betsy Leonard)
Ann Parker (Jean Smith)
John R. Murchison II (John Parker)
"T" Dodson (Youth)

The Rev. Robert D. Cook
The Rev. William M. Brock

WILMINGTON, St. John's [825;2] 7

John R. Andrew (Louis J. Poisson)
Helen Kutrow (John Wilson)
Paula Poisson (Florence Marshall)
Harriette Wagner (Quennelle P. Howard)
Jean Welter (Mary K. Davis)
Christina Gonzalez (Youth)

The Rev. William Dornemann
The Rev. D. Maxine Maddox

WILMINGTON, St. Mark's [192;1] 4

Harvey McIntyre (Darryl Parker)
Vernelle Best (Sarah White)
Susan Murphy
Crystal Best (Youth)

The Rev. Edwin E. Smith

WILMINGTON, St. Paul's [232;1;2] 6

Carl Beckett (Betsy Etters)
Nancy Hosea (Sam Kneale)
Jere Lewis (Julia Starn)

The Rev. P. Hamilton Fuller, III
Deacon W. Bomar Etters
Deacon Michael Ligon

WINDSOR, St. Thomas' [145;1] 4

Lloyd Smith
William Hazelgrove
Clara Bell

The Rev. John H. Conners, Interim

WOODVILLE, Grace (no clergy) [19] 1

T.W. Griffin (Mary L. Griffin)

YEATSVILLE, St. Matthew's (no clergy) [4] 1

NO DELEGATES

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MURFREESBORO, St. Barnabas 1

Acheson Harden

FORT BRAGG, St. Michael's [1;1] 2

James J. Spencer (George DeFilippi)

The Rev. Jeffrey G. Hopper

DEACONS (unassigned):

Deacon Andrew Atkinson

Deacon Vera Hayes

EAST CAROLINA UNIVERSITY

CAMPUS MINISTRY

James L. Haden **Sarah Poulos**

JOURNAL OF PROCEEDINGS
ONE HUNDRED AND NINTH ANNUAL CONVENTION
HOWARD JOHNSON PLAZA HOTEL
FAYETTEVILLE, NC

On Friday, February 7, 1992, at 9:00 a.m., The Rt. Rev. B. Sidney Sanders called the One Hundred and Ninth Annual Convention of the Diocese of East Carolina to order.

Opening prayers were conducted by The Rev. H. King McGlaughon, Jr., before beginning the business session of the convention.

The Rev. H. King McGlaughon, Jr., Chair of the Credentials Committee, was called upon and gave his report as follows: It was reported that 53 clergy, both active and retired, were present, together with 134 lay delegates and 15 youth representatives.

Mrs. Ginny Shew, Chair of the Nominations Committee, then nominated The Rev. Mr. McGlaughon for the Office of Secretary. The nomination was seconded; nominations were closed, and the Rev. Mr. McGlaughon was duly elected.

Bishop Sanders nominated Mr. P. C. Barwick as Chancellor of the Diocese. The nomination was seconded; nominations were closed, and Mr. Barwick was duly elected.

Bishop Sanders appointed Mr. P. C. Barwick as Parliamentarian of the convention and expressed his appreciation to Mr. Barwick for his service in both offices.

Bishop Sanders then called upon Mr. Ted Gartman for his Special Order of Business report. Mr. Gartman outlined Dr. Lawrence Brewster's many years of service as Historiographer, expressed the deepest appreciation of the entire convention, and proposed a resolution to honor Dr. Brewster for his outstanding work. The resolution was unanimously adopted. With deep regret, the Diocese accepted Dr. Brewster's resignation after 30 years of service.

Dr. Brewster then spoke to the convention members and delivered his report on the activities in his area. He thanked the convention for their continued and overwhelming support during his tenure as Historiographer.

Mrs. Ginny Shew nominated Mr. Wallace Weeks for the Office of Treasurer. The nomination was seconded; nominations were closed, and Mr. Weeks was duly elected.

Bishop Sanders appointed Mr. David Stoller as Dispatch of Business and then requested that Dr. Robert Van Veld, Chairman of the Convention, give his report and move for the adoption

of the agenda.

Dr. Robert Van Veld, Chair of the Convention Committee, came forward and expressed his thanks to the 1992 Convention Committee for their work in preparation for the convention. Dr. Van Veld then moved for the adoption of the Proposed Agenda. The motion was seconded; there was no discussion; the motion was carried, and the Proposed Agenda was duly adopted.

The Rev. H. King McGlaughon, Jr. then announced the following committee appointments:

Nominations Committee: Mrs. Ginny Shew, Chair; Mr. William Siler, Mr. Harry Douglas, Mrs. Barbara Houston, and The Rev. John Russell.

Committee on the Bishop's Address: The Rev. Robert Hobgood, Chair; The Rev. Bonnie Clarke, Mrs. Helen Cliborne, Mr. Brownie Schaefer and Mr. Harvey McIntyre.

Credentials Committee: The Rev. H. King McGlaughon, Jr., Chair; Mrs. Joyce Loughlin, Mrs. Charlotte Campbell and The Rev. Don Porcher.

Courtesy Committee: Mrs. Pat Howe, Chair; The Rev. Ed Dunlap, Mr. Byron Kehayes and The Rev. Ron Abrams.

Committee on Constitution and Canons: Mr. John Carter, Chair; Mr. Hal Broadfoot, Mr. P. C. Barwick, The Rev. H. King McGlaughon, Jr., The Rev. Pamela Miller and The Rev. Russell Johnson.

Committee on Parishes and Missions: The Rev. Phillip Glick, Chair; Mr. Acheson Harden, Mrs. Carolyn Duckett, The Rev. Joseph Cooper and Mr. Jere Lewis.

Resolutions Committee: The Rev. Lucy Talbott, Chair; The Rev. Matthew Stockard, Mr. Jerry Workman, Mrs. Elizabeth Ward and Mr. Larry Overton.

The Rev. Mr. McGlaughon informed the convention that St. Barnabas Church in Murfreesboro, North Carolina, was no longer able to exist as a viable parish. Bishop Sanders referred that finding to the Committee on Parishes and Missions for their later deliberation.

The Rev. Mr. McGlaughon then announced the need for an election this year for a Trustee of Thompson Children's Home and requested nominations from the convention for one open position, either lay or clergy.

Bishop Sanders introduced and welcomed the special guests to the 1992 Convention as follows: The Most Rev. Manasses Kuria and his wife, Mary; Bishop Elebash and his wife, Dink, and Mrs. Betsy Tice White.

The new clergy were then introduced as follows: The Rev. Ron Abrams, Holy Trinity, Fayetteville; The Rev. Jack Altman; The Rev. Ken Asel, Emmanuel, Farmville; The Rev. Augustine Joseph and his wife, Barbara, St. Joseph's, Fayetteville; The Revs. Pamela and Sherman Miller, St. Christopher's, Havelock; The Rev. Charles Riddle, Interim Rector, Christ Church, New Bern; The Rev. Frank Russ, St. Christopher's, Elizabethtown; The Rev. John Russell, St. Thomas, Oriental; and The Rev. Edwin Smith and his wife, Alma, St. Mark's, Wilmington.

Bishop Sanders announced the following appointments: The Rev. Porter Cox, Priest-in-Charge of All Soul's, Northwest; The Rev. John Conners, Interim at St. Thomas, Windsor, and The Rev. George Abele, Priest-in-Charge of Hyde County parishes.

The following seminarians were introduced by Bishop Sanders and were welcomed by the convention: Ben Dixon and Steve Evans from Sewanee; Jeff Krantz and Liz Huskey from General; Jimmy Taylor and Phillip Craig from VTS; and Carolyn Craig from CDSP.

Bishop Sanders then delivered his address to the 109th Annual Convention of the Diocese of East Carolina.

The Rev. Jack Ormond was called upon by Bishop Sanders and presented a memorial resolution for The Rev. Henry H. Witten, Jr., who died March 17, 1991. The Rev. Mr. Ormond highlighted the long and productive career of The Rev. Mr. Witten, at which time the resolution was duly adopted. Copies of this resolution will be given to the members of The Rev. Mr. Witten's family.

Mrs. Ginny Shew, Chair of the Nominations Committee, was called upon and gave her report as follows: Mrs. Shew expressed her thanks to the members for their prompt response in getting their nominations in early so that they could be published in Cross Current. Further nominations must be turned in to the Secretary of the Convention by 1:00 p.m. on February 7th and must be accompanied by the consent of the nominee. Mrs. Shew suggested that the convention vote by majority ballot and so moved. The motion was seconded; there was no discussion and the motion was carried.

There being no further nominations for members of the Standing Committee, Bishop Sanders ordered that nominations for that office be closed and the delegates voted.

The Rev. Joshua MacKenzie, President of the Standing Committee, was called upon by Bishop Sanders for his report. The Rev. Mr. MacKenzie advised that his official report appears on Page 73 of the workbook and will be accepted as filed.

Bishop Sanders asked that Mr. Albert Gooch come forward to give his report on Kanuga. Mr. Gooch outlined the 1991 activities of Kanuga and advised that a full outline of planned activities for 1992 appears in the convention folders.

Bishop Sanders recognized Mrs. Marty Fulton, Retiring Chairperson of the Episcopal Farmworker Ministry Committee, for her able and outstanding leadership in this program.

The Rev. Robert Beasley was called upon for his report on Christian Social Ministries. The Rev. Mr. Beasley referred the convention to page 60 of the workbook for his full report and added that CSM is trying to develop a ministry in the international arena. Further information is available for those who might be interested.

Bishop Sanders called upon Ms. Amy Trester for her report on the Episcopal Farmworker Ministry. Ms. Trester expressed her appreciation for the collection that has been taken up for the ministry, and then outlined the activities of the ministry over the past year.

Mr. John Carter was called upon by Bishop Sanders to give his report on Constitution and Canons. Mr. Carter referred the convention to two proposed canonical changes that had previously been distributed. The first change is an amendment to Canon 26, the church pension fund, and the second is an amendment to Canon 15 dealing with the vestry. Hearings will be held on these proposed amendments on February 7th.

Following a brief recess, The Rev. Lucy Talbott, Chair of the Resolutions Committee, was called upon for the introduction of resolutions. Resolutions were read on the first day of registration and voted on during the February 8th session. The Rev. Ms. Talbott then read the following resolutions:

ONE: Proposed strategies to oppose increased tobacco exports, reduce consumption, develop proposals for alternative agricultural products and require annual reports. Submitted by Colonel W. Douglas MacMillan, St. John's, Fayetteville.

TWO: The appointment of a parish standing committee on alcoholism and drug addiction. Submitted by Herbert H. Thorp, Chair, Commission on Alcoholism and Drug Addiction, Diocese of East Carolina.

THREE: The intervention and employee assistance programs. Submitted by Herbert H. Thorp, Chair, Commission on Alcoholism and Drug Addiction, Diocese of East Carolina.

FOUR: The 110th Annual Convention of the Diocese of East Carolina and the issue of racism. Submitted by The Committee on Racism, Diocese of East Carolina.

FIVE: The affirmation of biblical and traditional sexual ethics of the Episcopal Church. Submitted by the following parishes:

The Rectors and Vestry of St. Peter's Church, Washington; Trinity Church, Chocowinity; St. Stephen's Church, Goldsboro; and the Rector and Vestry of St. Andrew's Church, Morehead City.

SIX: The reduction of the assessment paid to the national church by the Diocese of East Carolina. Submitted by the Vestry of St. Andrew's Church, Morehead City.

SEVEN: The adoption of procedures for interviewing candidates for General Convention Deputies prior to their election. Submitted by The Rev. Christopher P. Mason.

EIGHT: HIV/AIDS non-discrimination policies. Submitted by Mr. John T. Carter, Jr., Chair, Constitution and Canons Committee.

NINE: Maternity/parental leave policies. Submitted by John T. Carter, Jr., Chair, Constitution and Canons Committee.

TEN: A mission statement offered by a senior high group of St. Paul's Church in Greenville. Submitted by Mr. David Webb, Delegate and Senior High Teacher and Ms. Elaine Wooten, Youth Delegate Member.

ELEVEN: Conscience and concern regarding the Ku Klux Klan and Neo-Nazi activities. Adopted by the Episcopal Diocese of North Carolina.

TWELVE: Exclusionary clubs. Submitted by Deborah George, Chris Joyce and The Rev. Jeff Douglas.

THIRTEEN: Support for The Rev. Virginia Herring, Assistant Rector, St. Luke's, Salisbury, against the Ku Klux Klan. Submitted by Deborah George, Chris Joyce and The Rev. Jeff Douglas.

FOURTEEN: The affirmation that no reduction of the assessment paid to the national church by the Diocese of East Carolina be made as a means of influencing decisions of the church's general convention, the House of Bishops or the Presiding Bishop. Submitted by The Rev. Sherman H. Miller, Associate Rector, St. Christopher's Church, Havelock.

FIFTEEN: Ministerial sharing. Submitted by Charles Jones.

SIXTEEN: Recognition of Terry Waite and his time in captivity as an example of Christian engagement. Submitted by Mary Cathryn Murray, St. Paul's in the Pines, Fayetteville.

Bishop Sanders called upon Mr. Don Hickman for his report on the Clergy Salary Study Committee, which appears in full on Page 39 of the workbook. Recommendations include an increase in all Diocesan salaries of 5.4% and an additional 5% increase per year for the next three years for key Diocesan positions. Continued MEDI-GAP insurance for retired clergy is also recommended. Mr. Hickman moved for the adoption of the Clergy Salary Study Report as outlined in the workbook. The motion was seconded, and the report will be considered on February 8th.

Bishop Sanders announced the following election results: Clergy Member of the Standing Committee - The Rev. Gary Fulton; Lay Member - Mrs. Billie Craft.

Mr. Wallace Weeks, Treasurer of the Diocese, was called upon to present the 1991 Budget for approval. Mr. Weeks referred the convention to Page 19 of the workbook for the year-end financial statements.

There being no questions or comments on the 1991 Budget, it was ordered that the budget be accepted as filed. Bishop Sanders then asked for a presentation of the 1992 Proposed Budget by Dr. Allen Hornthal.

Dr. Hornthal referred the convention to Page 31 of the workbook and presented the budget for acceptance. He announced that a hearing would be held on the budget to answer any questions or to give clarification.

Bishop Sanders made the following announcements: All resolutions and nominations must be in order no later than 1:00 p.m. on February 7th. The Committee on the Bishop's Address will meet after noonday prayers.

The Rev. Dick Warner then explained the procedure for the break out sessions and the various locations of the sessions.

St. Joseph's welcome was given by The Rev. Augustine Joseph and noonday prayers were conducted by The Rev. Pamela Miller.

Mrs. Betsy Tice White spoke to the convention on the importance of the leadership of the church in the war against alcohol and drug addiction. Most important in this effort is to first stop ignoring the problem and further, to provide educational events in the parishes for adults and children alike to better enable them to deal with the disease of

alcoholism and other forms of addiction.

The morning session of the convention was then adjourned until 4:00 p.m.

Bishop Sanders called the afternoon session of the convention to order at 4:00 p.m.

Mrs. Patti Campbell, President of the Episcopal Church Women, was called upon by Bishop Sanders for her report. Mrs. Campbell briefly touched on the activities of the ECW and advised that her report appears in full on Page 64 of the workbook.

Bishop Sanders introduced two new clergy members to the convention as follows: Vocational Deacons Jo Anne Bell and R. C. West.

Mr. J. Clarence Leary, Jr. was called upon for his report on Stewardship. Mr. Leary outlined the goals of the Stewardship Committee and stressed the importance of voluntary giving and improving stewardship throughout the Diocese.

Bishop Sanders called upon The Rev. Phillip Glick for his report from the Parishes and Missions Committee. The Rev. Mr. Glick presented a resolution to dissolve St. Barnabas Church in Murfreesboro, North Carolina, due to a lack of communicants and its inability to maintain its organization. The Rev. Mr. Glick moved for adoption; the motion was seconded; there was no discussion; the convention voted, and the resolution was duly adopted.

Mrs. Carolyn Duckett, Chair of the Department of Mission, was called upon by Bishop Sanders for her report and referred the convention to Page 70 of the workbook, after which she briefly summarized the activities of the department.

The Rev. Kenneth Asel, Rector, Emmanuel Church, Farmville, came forward to report on the 1992 Mission Report findings. The Rev. Mr. Asel informed the convention of the results of a survey conducted in the area of goal setting, which have been distributed as an Appendix to the Report of the Department of Mission.

Bishop Sanders paid tribute to the retired Priests of the Diocese of East Carolina for their many contributions over the years.

The Rev. Janet C. Watrous was called upon by Bishop Sanders for her report on St. Mary's College. The Rev. Mrs. Watrous announced that this year is St. Mary's 150th year in educating women. Her report appears in full on Page 80 of the workbook.

The Rev. Ms. Talbott was called upon to present the following additional resolutions: First, a resolution concerning the sectarian conflict in Northern Ireland, which was submitted by Scott Hancock and Lisa Mann. The second resolution was read by The Rev. Ms. Talbott concerning a celebration of ageing, which was submitted by Gloria Price, Chair, Commission on Ageing.

Bishop Sanders called upon The Most Rev. Manasses Kuria to speak to the convention. Archbishop Kuria expressed his thanks for the fellowship of the convention and shared the experience of his church in the Province of Kenya. The involvement of his church is not only in preaching the gospel of salvation of the soul, but in social action, educational matters, the health and welfare of the people and political matters as well. Political upheaval in his country in the past four years has presented a tremendous challenge to his church and its work, although he has seen great reforms recently in many areas and has great expectations for the future of his country.

Bishop Sanders introduced his Diocesan staff as follows: Cynthia Pollock, Receptionist; Judy Covington, Bookkeeper; Lynn Brown, Secretary; The Rev. King McGlaughon, Interim Assistant for Program and Ministry; and Jane Wynne, Assistant for Administration and Finance.

Bishop Sanders introduced the following nominees:

Executive Council, Lay Nominees: Sky Bramley, St. James-the-Fisherman, Shallotte; Becky Eckhardt, Church of the Servant, Wilmington; Allen Hornthal, St. Paul's, Edenton; Herbert H. Thorp, St. John's, Fayetteville, and Harriette W. Wagner, St. John's, Wilmington.

Executive Council, Clergy Nominees: The Rev. Kenneth Asel, Emmanuel, Farmville; The Rev. William Bradbury, St. Peter's, Washington; The Rev. King Cole, St. Andrew's, Morehead City; The Rev. Johnson Hagood, St. Peter's, Swansboro; The Rev. Matthew Stockard, St. Paul's, Beaufort; and The Rev. Dr. Richard Warner, St. James-the-Fisherman, Shallotte.

Trustee of the Diocese Nominees: Mr. John Carter, St. Anne's, Jacksonville; and Mr. Brownie Schaefer, St. John's, Fayetteville.

Trustee of the University of the South, Clergy Nominees: The Rev. Robert Alves, Assistant, St. John's, Fayetteville; The Rev. Hamilton Fuller, St. Paul's, Wilmington; The Rev. Russell Johnson, St. Paul's, Edenton; The Rev. William Trimble, St. Andrew's On-the-Sound, Wilmington; and The Rev. Dr. Richard Warner, Jr., St. James the Fisherman, Shallotte.

Trustee of the University of the South, Lay Nominees: Dr. John Powell, St. Paul's, Greenville; and Mrs. Alicia Ragsdale, St. Anne's, Jacksonville.

Thompson Children's Home Board of Directors: Mr. David Stoller, Christ Church, New Bern and Mr. David Webb, St. Paul's, Greenville.

Bishop Sanders announced that Choral Evensong will begin at 6:00 p.m. at St. Joseph's. A social hour will be at Howard Johnson's Concourse from 7:00 to 8:00 p.m., followed by the buffet dinner. Alcoholics Anonymous will hold an open meeting at 5:30 p.m. in Salon I. The Deacons' Breakfast will be at 7:30 a.m. on Saturday, February 8, in Salon III. the Standing Committee and Seminarians' Breakfast will be in Salon I. Sites of the various hearings were announced.

At 5:30 p.m., Bishop Sanders adjourned the February 7th session of the 109th Annual Convention of the Diocese of East Carolina. Proceedings will be resumed at 9:00 a.m. on Saturday, February 8th, 1992.

SATURDAY, FEBRUARY 8TH, 1992

The second session of the 109th Annual Convention of the Diocese of East Carolina was called to order at 9:00 a.m. by Bishop Sanders. The Liturgy of the Word was conducted by The Rev. H. King McGlaughon, Jr., and Bishop Sanders delivered his Homily before beginning the legislative session of the convention.

Bishop Sanders called upon Mr. John Carter for the report of the Committee on Constitution and Canons. Mr. Carter moved for the adoption of Proposed Canonical Change #1 as previously presented. The motion was seconded; there was no discussion; the convention voted, and the motion was carried.

Mr. Carter then moved for the adoption of Proposed Canonical Change #2 as amended with three modifications. The motion was seconded and following brief discussion, a motion was made to refer this change back to committee. The motion was seconded; there was no discussion; the convention voted, and said change will be referred back to committee.

Bishop Sanders then responded to the report of the Clergy Salary Study Committee as to the 5.4% increase in salaries for 1992. A motion for adoption was made and seconded; there was no discussion; the convention voted and adoption so ordered.

The next recommendation of the Committee is for an additional 5% increase per year for the next three years for key Diocesan positions. A motion for adoption was made and seconded. Bishop Sanders expressed his desire that this recommendation

not be adopted due to lack of funds. There being no discussion, the convention voted and the recommendation failed to be adopted.

Bishop Sanders called upon Ms. Carol Taylor to report on Youth and Camp. Ms. Taylor referred to the reports of Camp Trinity on Page 58; Happening on Page 67; New Beginnings on Page 72, and the Youth Commission on Page 78 for further details. She then outlined the activities and growth of these programs in 1991 and expressed her appreciation for the help of all of those involved in the various programs. With regret, she announced that The Rev. Chris Mason had decided to step down from this ministry after ten years of service and commended his outstanding work and leadership.

Ms. Taylor announced Bishop Sanders' appointment of The Rev. Robert Alves, St. John's, Fayetteville, as the next Chairman of the Youth Commission.

Ms. Taylor introduced Mrs. Missy Howell from St. Stephen's, Goldsboro, who spoke on behalf of the youth of the Diocese. Ms. Howell expressed the gratitude of the youth to the Rev. Mr. Mason for his leadership over the years. Bishop Sanders added his personal thanks and deepest admiration.

Bishop Sanders called upon The Rev. Phillip Craig for his report on Trinity Center, which appears on Page 57 of the workbook, and he submitted his report by title. The Rev. Mr. Craig then introduced Mr. Mike Morgan, the new Director of Trinity Center, who came forward to address the convention.

Mr. Morgan outlined the mission of Trinity Center as one of providing a place for the people of the Diocese of East Carolina where Christian hospitality may be experienced and shared. Mr. Morgan updated the convention members on the growth of Trinity Center and discussed the sessions that are scheduled to be held in 1992.

Ms. Barbara Jo White, Program Director of Trinity Center, was introduced by Mr. Morgan. Ms. White came forward and expressed her appreciation for all of the help and support she has received and encouraged any suggestions or recommendations from the convention members.

The Rev. Lucy Talbott presented the first resolution concerning proposed strategies to oppose increased tobacco exports, reduce consumption, develop proposals for alternative agricultural products and require annual reports. One change was made, which was read by The Rev. Ms. Talbott, and the committee moved for the adoption of this resolution as amended. The motion was seconded; discussion followed; the convention voted, and the resolution failed to be adopted. In opposition, 105; in favor, 103.

The Rev. Ms. Talbott presented the next resolution concerning a parish standing committee on alcoholism and drug addiction. One change was made, which was read by The Rev. Ms. Talbott, and the committee moved for the adoption of this resolution as amended. The motion was seconded; there was no discussion; the convention voted, and the resolution was duly adopted.

The Rev. Ms. Talbott presented the next resolution concerning the intervention and employee assistance programs. Two changes were made, which were read by The Rev. Ms. Talbott, and the committee moved for the adoption of this resolution as amended. The motion was seconded; there was no discussion; the convention voted, and the resolution was duly adopted.

The Rev. Ms. Talbott presented the next resolution concerning the 110th Annual Convention of the Diocese of East Carolina and the issue of racism. There being no changes, the committee moved for the adoption of this resolution as presented. The motion was seconded; there was no discussion; the convention voted, and the resolution was duly adopted.

The Rev. Ms. Talbott presented the next resolution concerning the affirmation of biblical and traditional sexual ethics of the Episcopal Church. There being no changes, the committee moved for the adoption of this resolution as presented, and the motion was seconded. Ms. Frances Douglas then moved that this resolution be tabled at the present time. The motion was seconded; the convention voted, and the resolution was tabled. In favor, 152; in opposition, 69.

The Rev. Ms. Talbott presented the next resolution concerning the reduction of the assessment paid to the national church by the Diocese of East Carolina. The Resolutions Committee unanimously recommended that this resolution be tabled and The Rev. Ms. Talbott so moved. The motion was seconded; the convention voted, and the resolution was tabled.

The Rev. Ms. Talbott presented the next resolution concerning the adoption of procedures for interviewing candidates for General Convention Deputy prior to their election. There being no changes, the committee moved for the adoption of this resolution as presented, and the motion was seconded. Following discussion and the deletion of Paragraphs 3 and 4, the committee moved for the adoption of this resolution as amended, and the motion was seconded. There was further discussion; the convention voted, and the resolution was duly adopted.

Bishop Sanders announced the following election results:

Executive Council, Lay Members: Becky Eckhardt, Allen Hornthal, Herbert Thorp and Harriette Wagner.

Executive Council, Clergy Members: The Revs. Ken Asel, Matthew Stockard and Richard Warner.

Trustee of the Diocese: John Carter

Trustee of the University of the South, Lay Members: John Powell and Alicia Ragsdale. There will be a runoff between Robert Alves and Russell Johnson for Clergy Trustee of the University of the South.

Thompson Children's Home Board of Directors: David Stoller

Following a brief recess, The Rev. Ms. Talbott presented the next resolution concerning HIV/AIDS non-discrimination policies. There being no changes, the committee moved for the adoption of this resolution as presented, and the motion was seconded. There was brief discussion; the convention voted, and the resolution was duly adopted.

The Rev. Ms. Talbott presented the next resolution concerning maternity/paternal leave policies. One change was made, which was read by The Rev. Ms. Talbott, and the convention moved for the adoption of this resolution as amended. The motion was seconded; there was no discussion; the convention voted, and the resolution was duly adopted.

The Rev. Ms. Talbott presented the next resolution concerning a mission statement offered by a senior high group of St. Paul's Church in Greenville. There being no changes, the committee moved for the adoption of this resolution as presented. The motion was seconded; there was no discussion; the convention voted, and the resolution was duly adopted.

The Rev. Ms. Talbott presented the next resolution concerning conscience and concern regarding the Ku Klux Klan and Neo-Nazi activities. There being no changes, the committee moved for the adoption of this resolution as presented. The motion was seconded; there was no discussion; the convention voted, and the resolution was duly adopted.

The Rev. Ms. Talbott presented the next resolution concerning exclusionary clubs. The Rev. Ms. Talbott read the amended version and the committee moved for the adoption of this resolution as amended. The motion was seconded and following brief discussion, the committee moved for the adoption of this resolution as further amended; the convention voted, and the resolution was duly adopted.

Bishop Sanders announced the election of The Rev. Russell Johnson as Clergy Trustee of the University of the South.

The Rev. Ms. Talbott presented the next resolution concerning the support of The Rev. Virginia Herring against the Ku Klux Klan. The Rev. Ms. Talbott read the amended version; the committee moved for the adoption of this resolution as amended, and the motion was seconded. Following brief discussion, the convention voted and the resolution was duly adopted.

The Rev. Sherman H. Miller announced that the next resolution concerning the affirmation that no reduction of the assessment paid to the national church by the Diocese of East Carolina be made as a means of influencing decisions of the church's general convention, the House of Bishops or the Presiding Bishop acting in his canonical role as Executive director has been withdrawn.

The Rev. Ms. Talbott presented the next resolution concerning ministerial sharing. There being no changes, the committee moved for the adoption of this resolution as presented, and the motion was seconded. Discussion followed, the convention voted, and the resolution failed to be adopted. In opposition, 108; in favor, 88.

The Rev. Ms. Talbott presented the next resolution concerning the recognition of Terry Waite and his time in captivity as an example of Christian engagement. There being no changes, the committee moved for the adoption of this resolution as presented, and the motion was seconded. Following brief discussion, the word "Reverend" was deleted; the convention voted, and the resolution was duly adopted.

The Rev. Ms. Talbott presented the next resolution concerning the sectarian conflict in Northern Ireland. There being no changes, the committee moved for the adoption of this resolution as presented, and the motion was seconded. A motion was made to table this resolution, which was defeated. Discussion followed, and the committee moved for the adoption of this resolution as amended. The motion was seconded; the convention voted, and the resolution was duly adopted.

The Rev. Ms. Talbott presented the final resolution concerning a celebration of aging. There was one change proposed, which was read by The Rev. Ms. Talbott, and the committee moved for the adoption of this resolution as amended. The motion was seconded; there was no discussion; the convention voted, and the resolution was duly adopted.

Bishop Sanders called upon Dr. Allen Hornthal for the presentation of the 1992 Budget. A motion was made to adopt the Proposed 1992 Budget; the motion was seconded; there was

no discussion, and the budget was adopted as submitted and as appears on Page 31 of the workbook.

Ms. Linda Alkove, Chairperson of the Commission on Sexuality, was called upon by Bishop Sanders and referred the convention to the brochure which is included in the convention packet. She asked for any input from convention members.

Bishop Sanders then called upon Mr. William Moore, Director of Thompson Children's Home, for his video presentation, which was shown to the convention. Mr. Moore introduced The Rev. Dick Silbereis as the new, full-time Chaplain of Thompson Children's Home, who came forward and briefly addressed the convention.

Bishop Sanders nominated the members of the Episcopal Foundation as follows: Mr. Frank Gibson, Mr. Ed Latham, Mr. George Eastman, and Mr. Frank Butler. The nominations were seconded; the convention voted, and the members were duly elected.

Bishop Sanders nominated the members of the Commission on Ministry as follows: The Rev. Hilary West, The Rev. James Horton, and Mr. Ray Stark. The nominations were seconded; the convention voted, and members were duly elected.

Bishop Sanders nominated the members of the Board of Trinity Center as follows: Mrs. Harriette Wagner (one-year term), Mr. Kip Peregoy, Mr. Eric Gray, Mr. Haven Newton (two-year term), The Rev. Jim Horton and Mrs. Sarah Weeks. The nominations were seconded; the convention voted, and the members were duly elected.

Bishop Sanders nominated the members of the Committee on the Diaconate as follows: The Rev. Tom Cure, Mr. John Carter, Deacon R. C. West and Mrs. Teddra Bynes. The nominations were seconded; the convention voted, and the members were duly elected.

Bishop Sanders called upon The Rev. Robert Hobgood, Chairman of the Committee on the Bishop's Address, who came forward and gave this report to the convention.

Mrs. Pat Howe, Chairperson of the Committee on Courtesy, came forward and expressed the appreciation of the convention to all of those who have extended themselves during the 109th Annual Convention and especially to Bishop Sanders for his continuing support and leadership of the Diocese.

The convention stood for five minutes of silent prayer in honor of Terry Waite.

There being no further business, Bishop Sanders expressed his appreciation to the convention members for their support and

participation in the 109th Annual Convention of the Diocese of East Carolina and led the convention in the Liturgy of the Table. The convention was adjourned at 1:30 p.m. on Saturday, February 8th, 1992.

BISHOP SANDERS' SERMON
ONE HUNDRED AND NINTH ANNUAL CONVENTION
ST. JOHN'S, FAYETTEVILLE
FEBRUARY 6, 1992

The broadway musical, "Miss Saigon", is the story of an American soldier, Chris, and a young Vietnamese girl, Kim, who fall deeply in love. Kim becomes pregnant and is cleared to return to America with Chris when Vietnam is evacuated. When that day comes, however, a series of unfortunate circumstances keep Kim from reaching the helicopter. Chris is forced, finally, to leave without her. He returns to Vietnam several times to search for Kim and their child, but is never able to find them. After several years of searching, he gives up hope, marries an American girl and settles down.

Some years later Chris' best friend, John, returns to Vietnam and, quite by accident, runs into Kim and her son. When John returns to America, he tells Chris that he has located Kim and their child. Chris then tells his American wife the whole story of his love affair, and asks permission to go to Vietnam to see his son. She not only says it's alright; she also says that she would like to accompany him. They find Kim and her child. They visit with them and then prepare to leave. Kim pleads with her former lover and his American wife to take the son back to the United States with them so that he can live the American dream. The American couple refuse, honestly believing that the child is better off with his mother. Kim continues to beg; the couple continues to refuse. It becomes obvious to Kim that they are going to return to America without her son. She puts a gun to her head and kills herself, forcing the couple to take the son back to America with them. The mother kills herself in order that her son may live out the American dream.

The American dream. Shortly before Kim kills herself, another character in the musical sings a song entitled "The American Dream". It is a damning indictment of what is wrong with America today from drugs to sex to greed to violence.

The American Dream. It was alive at the end of the Second World War. We got a faint heartbeat during the time of John F. Kennedy and the time of Martin Luther King. Those were the days when every person, no matter race or economic status, had dignity and integrity and hope. Did you know there is another name for the Statue of Liberty? In the poem attached to its side, the Statue of Liberty is called the Mother of Exiles. Remember the words inscribed on that Statue that we learned as schoolchildren? "Give me your tired, your poor, your huddled masses yearning to breathe free, the wretched refuse of your teeming shore, send these, the homeless, tempest-tost to me. I lift my lamp beside the golden door." The same country that wrote those words less than a century ago took Haiti's refugees this past week, and sent them back to Haiti's teeming shore, to what they fear will be certain death. Mother of Exiles no more.

Where did we go wrong? In the little things. In choosing the easy lie rather than the hard truth. By going back on our word. By losing integrity. By choosing Sunday night television over Sunday night church; Wednesday night dance class over Wednesday night church. By becoming a greedy people interested in instant gratification and instant pleasure.

Is it too late for this country? Of course not. But we need

corporate repentance and corporate conversion. We need to take with deadly seriousness both our individual and corporate ills. We need to take with deadly seriousness our financial stewardship, and our leadership of others. We need to get angry about the fact that twenty-six percent more children lived in poverty in 1991 than in 1970. We need to get angry about the fact that teen suicides have doubled since 1970 despite the fact that there are far fewer teens. We need to get angry about the fact that alcohol and drug abuse are close to being this nation's deadliest disease. We cannot address any of these problems individually, but corporately, as the Body of Christ, we can turn the world upside down.

Phil Craig used a phrase in an excellent sermon I heard. "You can't domesticate Jesus", he said. Oh, we try. How hard we try. But listen again to some of the words from our gospel for tonight and domesticate the man that said them. "Do not suppose that I have come to bring peace to the earth; it is not peace I have come to bring, but a sword. For I have come to set a man against his father, a daughter against her mother, a daughter-in-law against her mother-in-law. Anyone who does not take his cross and follow in my footsteps is not worthy of me." Part of the Good News of Jesus Christ is about hard choices. We will rededicate our lives to those hard choices right now as we stand and reaffirm our baptismal vows. May the words we say with our lips convict and convert our hearts.

BISHOP SANDERS' ADDRESS
ONE HUNDRED AND NINTH ANNUAL CONVENTION
HOWARD JOHNSON'S, FAYETTEVILLE
FEBRUARY 7, 1992

My dear Sisters and Brothers in Christ: Grace to you and peace from God our Father and from our Lord Jesus Christ.

It's been quite a year. Last year at this time, I talked about the path we had walked together in the eight years that I had been your Diocesan Bishop. And then I said these words about that path at the close of last year's convention address. "The path continues. I choose to walk it with you for as long as I am able. But I can promise you this. That path will become steeper, rockier, more costly, less clearly defined. More will join those who choose no longer to walk the path, but elect instead to sit by its side." As I read these words over this past week, I felt that I had uttered prophetic words probably for the very first time.

As we met last year, we had just entered Desert Storm, and we did not know what to expect. We emerged from that relatively unscathed corporately, although there were many individual tragedies. And then your delegation went to represent you at the church's national convention in Phoenix. [I say this to you with the deepest sincerity I can muster: I believe the church that left Phoenix is a stronger, more compassionate, more caring church than the one that went there. But I can also tell you it is a church that is more costly, less clearly defined.] And it was shortly after Phoenix that the recession affecting our nation's economy turned ugly and had most Americans scampering about hoarding what they had. For after all, didn't we have a right to it? Hadn't we earned it? And now we perceive that our land of plenty may be turning into a land of scarcity, and our children may be the first generation of Americans to have less than their parents had. And perhaps this is God's way of calling us to repentance and a simpler life style.

Let me move through some important issues, so that I may get on to say that which is truly on my mind and heart today.

Stewardship. Because of financial difficulties in one of our larger parishes, and because of the recession, we face the most difficult financial year that we have had since I became your bishop. After days of hard work, your finance committee and Executive Council felt it had no choice other than to increase our dependence on the income from our Diocesan Foundation, a dependence which we had decreased for the past eight years. That's the bad news. But even in the midst of that bad news, I feel deeply heartened. Because it is clear to me that most of the clergy and vestries within the Diocese are taking their pledge to the Diocese with utmost seriousness. It is obviously no longer the last thing on the agenda, but for most congregations it is first, just as our Diocese considers first its giving to the national church. For this I express to you my deepest thanks. It is obvious that the stewardship message has been heard by the clergy and lay leadership in our churches. But it is equally obvious that the same message has not been heard by many persons in the pew. For this reason I once again urge each congregation to run an

Every Member Canvass in which every home is visited each year. As part of this canvass I ask that twenty-five percent of the congregation be used as canvassers and that they receive serious and intentional stewardship training. And I ask the clergy of the diocese to preach at least two stewardship sermons next fall in which they hold the tithe as the standard of giving for all Episcopalians and ask every person in their congregations to pledge a minimum of five percent of their income to the church as they begin working toward the tithe. And please remember that when I ask these things of you, I am not talking about money, but about lives.

And now, at the risk of making every person present mad at me, I want to talk about sex. It was in the early fifties that C. S. Lewis said that the only sins Americans take with any degree of seriousness are sexual sins. And in the intervening forty years, America's obsession with sex has continued to grow. Proof of this is the fact that the words I will say about this will be taken much more seriously than anything I have to say about children in poverty, teen suicide, peace, justice or any other issue that we face. I despise the fact that our young people are growing up in a society that talks about safe sex rather than abstinence. I despise the fact that so much of the sex depicted on our television and movie screens couple sexual activity with violence toward women.

Let's also be clear about the position of the Episcopal Church. For at every General Convention since 1979, including the 1991 convention in Phoenix, the national church has stated in one form or another that it is totally inappropriate to ordain avowed, practicing homosexuals. That is the position of the national church; that is my position also. Why, then, does the national church ask us to study this subject for another three years? Because we do not know all we need to know about this wonderful mystery called sex and sexual orientation. If, for example, homosexuality is genetically caused, or so deeply ingrained in some that choice is not possible, does that change our attitude? We don't know because so far we haven't had to ask that question. But please listen with your heart as I say these words. I believe in the authority of scripture as much as any person in this room, but it was science that taught us the world is round, not the Bible. It was science that taught us the world wasn't created in seven days, not the Bible. And, incredibly, it was in this century that the authority of scripture was pitted against the theory of evolution in a courtroom in Tennessee. We have much to learn in the area of sexual orientation. I ask us to continue to be a people whose interpretation of scripture is informed by both tradition and reason. All the facts may not be in.

Despite the clear statement of the National Church concerning the ordination of avowed, practicing homosexuals, two or three bishops have ordained them anyway. This is a clear violation of the church's order, discipline and trust. Having said that, the question is what do we do about it? It is not an easy question. First of all our canons are written with the assumption that no one would violate that trust. Secondly, throughout the history of anglicanism the question of who is and is not to be ordained has been left up to each individual diocese. The Rectors, vestries, standing committee, commission on Ministry and Bishop in East Carolina have sole authority over who is and is not to be ordained in East Carolina. I'm not sure I want to change that. There are those among us who feel the Episcopal church should drop everything else and

devote all its time, energy, and money toward getting rid of these few bishops. Whether or not we should is certainly debatable. However, a resolution will be presented to this convention which would drastically cut our giving to the national church because of these two or three bishops. I urge the swift and immediate defeat of this resolution. This action would not have the slightest effect on these bishops. It would drastically curtail missionary work and servant ministries. But more importantly than that, we in the national Episcopal Church and world- wide anglican communion are family. As long as I am members of both, my top budget priorities as your bishop will be our giving to the national church and our own servant ministries. I ask each of you to join in those priorities with me.

Now let's turn to some other important issues. I want to tell you about St. David's Church, Creswell, North Carolina. Built in the late 1700s by Charles Pettigrew it probably saw its last regularly scheduled Sunday service in the late 1800s. It had fallen into a horrible state of disrepair. The ten to fifteen people who are members of Christ Church, Creswell believed it to be a treasure, and believed it was worthy of restoration. This past Sunday I held services in a magnificently restored St. David's. There were over a hundred people present mainly from our congregations in Creswell, Lake Phelps, Columbia and Roper, the four congregations served by the Rev. Web Simons. I confirmed four. A newly formed junior choir made up of children from all four congregations sang magnificently. The congregation, the confirmation class and the Junior choir were integrated. A wonderful covered dish luncheon took place in Christ Church, Creswell's beautiful new parish house. And the joy and enthusiasm of the people in all four congregations almost floated me home. I thank you for what you mean to me.

Five years ago, if I had considered closing a church in this diocese, it would have probably been St. Mary's, Belhaven. About all that was left of St. Mary's were Mr. and Mrs. David Henderson, but they are not quitters. One night this past fall I went to St. Mary's. The church was filled. I confirmed seven. Shepherd's Staff stands next door, and we had a wonderful covered supper dish in the community lounge of Pungo Village, the attractive forty-two unit apartment complex built primarily for the rural elderly poor. St. Peter's, Sunbury had thirteen communicants until I confirmed eight and received two this past fall. The people of St. Peter's have an incredible outreach ministry. Good Shepherd, Fayetteville had twenty-six communicants and presented five for confirmation. The church is located in an old mill village in Fayetteville and the immediate neighborhood contains some indigent families that the people of Good Shepherd help in every way possible. At Lake Landing I worshipped with the congregations of our Hyde County churches. Four were baptized, I confirmed six, ate the best oysters I've ever tasted, and heard about the incredible ministry the five communicants in Sladesville have with the twenty-five to thirty poor Mexican women who are bussed into their area to pick crabs every year. Folks, I could go on and on. But I want to pay tribute to those in tiny churches all over our diocese. I want to pay tribute to their tenacity, and to their enthusiasm, to their clergy, to their love of their Lord and His church and their church, and for their tremendous dedication to evangelism and servant ministry. And wherever those are the two main focuses of a church and its people, there is love and growth and enthusiasm and you know our God is present in that place.

Those things I have just told you about lead me into the heart of my

address. Henri Nouwen is the co-author of an excellent book entitled Compassion. He and his co-authors translate a verse from Matthew as follows, "Be compassionate; even as your Heavenly Father is compassionate". They argue convincingly that compassion is the overarching attribute of God. This means and I quote, "That He is a God who has chosen to be God-with-us." This is why He became Man and dwelt among us. "He is a God who comes to share our lives in solidarity. If God is a compassionate, servant God then Christians are called to be a compassionate, servant people." But they go on to say, and this is key, "there is no way for an individual to be compassionate. The individual's reaction to the pain that we see on the news every evening is numbness, anger and despair, because individually we cannot do anything to help eradicate that pain. However, the message that comes to us in the New Testament is that the compassionate life is a life together. Compassion is not an individual character trait, a personal attitude, or a special talent, but a way of living together. The compassionate life is community life. We witness to God's compassionate presence in the world by the way we live and work together. Our conversion is revealed not by feats of individual stardom, but by entering a new life in community." It is our tiny churches in towns that many of us have never heard of that are witnessing to the rest of us in East Carolina. We big folks should be ashamed.

I hope not to bore you with statistics, but let me share a few. Twenty-six percent more children in this country live below the poverty level than did in 1970. In this, the richest country on the face of the earth, children are going backward. Let me bring it closer to home. 294,000 children in North Carolina live in poverty. More than half of those live in rural areas. I go on to quote from the News and Observer, child poverty clusters in thirty-six Eastern Counties and in eight extreme western counties. Those thirty-six eastern counties are in the diocese of East Carolina. Now individually I can do nothing about them. But as a Diocese, I can send eighty-four of those children to a Head Start program in Newton Grove, send a bunch of them to Camp Trinity every summer, enroll them in the developing environmental program at Trinity, and do countless other things. May I then suggest that the main reason a congregation, a diocese or a national church exists is to be that community of compassion for those both within and outside the community. If we see the diocese and national church as bureaucratic organizations that must agree with us, then I suppose we could talk about cutting off funds. If we see them as our communities of compassion through which we extend Christ's ministry of compassion throughout diocese, nation and world, it would be easier to cut off an arm or a leg.

Please remember that I said the community of compassion exists for those within and outside of it. Terry Waite would clearly say he was kept alive even in solitary confinement because he belonged to a community of compassion. The members of my parish who returned from prison camps in Vietnam said the same. Or to put it another way, my sister-in-law who I love dearly is seriously ill with cancer. It was Halloween. A young family came to the door and my brother introduced himself and his wife as Bill and Kitty Sanders. My brother, who is fairly well- known, was stunned to hear the young six year old just explode with excitement as she said, "So you're Kitty Sanders?" Kitty asked the child how she knew her. "Because we pray for you every Sunday in church" answered the child. And so I pray daily for Kitty Sanders and Waverly Broadwell, and Ernest Perry,

and I pray occasionally for Terry Waite and Desmond Tutu and Christians in Haiti and South America and Africa who are suffering tremendous persecution. And I pray occasionally for my brother, Jack Spong.

There is, in the prayer book a prayer for the church that I would ask all congregations to add to the prayers of the people this coming year. It asks God to fill His church with all truth, in all truth with all peace. And then it says "Where it is corrupt, purify it; where it is in error, redirect it; where in anything it is amiss; reform it." In short the prayer assumes that we have imperfect local, diocesan, national and international churches in an imperfect world. But I don't have to fix it; Jesus folks!, God can do that. And while he's in the process of doing it I rejoice and give thanks for my imperfect church, warts and all. For it gives me life and hope and joy and Jesus Christ and you! And, I rejoice in my church, the Body of Christ, my community of compassion. Thanks be to God!

1991	PARISH	PLEDGED	PAID
Ahoskie	St. Thomas/St. Barnabas Episcopal	17,000.00	17,000.00
Aurora	Holy Cross Episcopal Church	500.00	500.00
Bath	St. Thomas Episcopal Church	11,500.00	11,500.00
Beaufort	St. Paul's Episcopal Church	27,121.00	27,121.00
Belhaven/Yeats	St. James/St. Matthew's Episcopal	4,664.00	4,500.00
Belhaven	St. Mary's Episcopal Church	900.00	950.00
Burgaw	St. Mary's Episcopal Church	2,438.00	2,438.00
Chocowinity	Trinity Episcopal Church	3,104.00	3,104.00
Clinton	St. Paul's Episcopal Church	3,975.00	3,975.00
Columbia	St. Andrew's Episcopal Church	1,590.00	1,582.50
Creswell	Christ Episcopal Mission	1,000.00	1,000.00
Creswell	Galilee Episcopal Mission	340.00	640.00
Edenton	St. John's Episcopal Church	1,700.00	1,700.00
Edenton	St. Paul's Episcopal Church	29,150.00	29,150.00
Elizabeth City	Christ Episcopal Church	26,600.00	29,100.04
Elizabethtown	St. Christopher's Episcopal Church	3,600.00	3,625.00
Engelhard	St. George's Episcopal Church	3,081.00	3,088.00
Fairfield	All Saints Episcopal Church	200.00	200.00
Farmville	Emmanuel Episcopal Church	3,500.00	4,010.00
Fayetteville	Good Shepherd Episcopal Church	1,200.00	1,200.00
Fayetteville	Holy Trinity Episcopal Church	37,488.00	37,488.00
Fayetteville	St. John's Episcopal Church	54,000.00	57,000.00
Fayetteville	St. Joseph's Episcopal Church	4,303.00	4,800.00
Fayetteville	St. Paul's in the Pines	4,970.00	5,214.39
Gatesville	St. Mary's Episcopal Church	2,000.00	1,700.00
Goldsboro	St. Andrew's Episcopal Church	1,420.00	1,420.00
Goldsboro	St. Francis Episcopal Church	16,600.00	16,600.63
Goldsboro	St. Stephen's Episcopal Church	34,000.00	34,000.00
Greenville	St. Paul's Episcopal Church	60,100.00	60,982.05
Greenville	St. Timothy's Episcopal Church	20,521.00	20,600.00
Grifton	St. John's/St. Mark's Episcopal Chu	2,915.00	2,915.00
Hampstead	Holy Trinity Episcopal Church	4,763.00	4,668.46
Havelock	St. Christopher's Episcopal Church	850.00	1,070.00
Hertford	Holy Trinity Episcopal Church	4,250.00	4,250.00
Hope Mills	Christ Church Episcopal Church	6,250.00	6,249.96
Jacksonville	St. Anne's Episcopal Church	24,500.00	24,500.04
Kinston	Holy Innocents Episcopal Church	4,240.00	4,240.00
Kinston	St. Augustine's Episcopal Church	1,800.00	1,802.00
Kinston	St. Mary's Episcopal Church	50,440.00	50,440.00
Lumberton	Trinity Episcopal Church	18,285.00	18,285.00
Morehead City	St. Andrew's Episcopal Church	57,006.00	57,002.00
Nags Head	St. Andrew's by the Sea	34,000.00	34,000.00
New Bern	Christ Episcopal Church	96,000.00	96,000.00
New Bern	St. Cyprian's Episcopal Church	4,600.00	5,400.00
Northwest	All Soul's Episcopal Church	1,400.00	1,600.00
Oriental	St. Thomas Episcopal Church	5,100.00	5,100.00
Plymouth	Grace Episcopal Church	2,500.00	2,500.00
Roper	St. Luke's/St. Anne's Episcopal Chu	1,800.00	1,800.00
Roxobel	Grace Episcopal Church	400.00	400.00
Shallotte	St. James-the-Fisherman	4,000.00	4,166.66

1991	PARISH	PLEDGED	PAID
Sladesville	St. John's Episcopal Church	200.00	200.00
Southport	St. Philip's Episcopal Church	6,360.00	6,360.00
Sunbury	St. Peter's Episcopal Church	1,200.00	1,272.00
Swan Quarter	Calvary Episcopal Church	0.00	0.00
Swansboro	St. Peter's by the Sea	4,240.00	4,240.00
Thomas Ldg	St. Philip's Episcopal Church	825.00	825.00
Trenton	Grace Episcopal Church	530.00	530.00
Vanceboro	St. Paul's Episcopal Church	1,300.00	1,300.00
Washington	St. Paul's Episcopal Church	900.00	1,025.00
Washington	St. Peter's Episcopal Church	61,180.00	56,081.68
Washington	Zion Episcopal Church	1,800.00	1,800.00
Whiteville	Grace Episcopal Church	5,512.00	5,512.00
Williamston	Church of the Advent	17,500.00	17,500.00
Wilmington	Church of the Good Shepherd	3,710.00	3,930.00
Wilmington	Church of the Servant	1,590.00	500.00
Wilmington	St. Andrew's-on-the-Sound	18,000.00	18,000.00
Wilmington	St. James Episcopal Church	67,000.00	67,000.00
Wilmington	St. John's Episcopal Church	69,000.00	57,610.07
Wilmington	St. Mark's Episcopal Church	2,544.00	5,088.00
Wilmington	St. Paul's Episcopal Church	11,114.00	11,124.00
Windsor	St. Thomas Episcopal Church	9,211.00	8,125.00
Woodville/Lewis	Grace Episcopal Church	2,968.00	2,968.00
	TOTALS	990,348.00	982,729.48
	GIFTS	10,386.00	10,206.40
	GRAND TOTAL	1,000,734.00	992,935.88

1991 NDBI COMPARISON

Location	Parish	NDBI	25% of NDBI	Pledge Paid	% of NDBI
Ahoskie	St. Thomas	99,144	24,786	17,000	17%
Aurora	Holy Cross			500	
Bath	St. Thomas	82,960	20,740	11,500	14%
Beaufort	St. Paul's	134,292	33,573	27,121	20%
Belhaven/Yeats	St. James/St. Matthew's	33,096	8,274	4,500	14%
Belhaven	St. Mary's			950	
Burgaw	St. Mary's	26,921	6,730	2,438	9%
Chocowinity	Trinity	49,173	12,293	3,104	6%
Clinton	St. Paul's	66,240	16,560	3,975	6%
Columbia	St. Andrew's	12,120	3,030	1,583	13%
Creswell	Christ	9,277	2,319	1,000	11%
Creswell	Galilee/Lake Phelps	3,785	946	640	17%
Edenton	St. John's	15,973	3,993	1,700	11%
Edenton	St. Paul's	186,559	46,640	29,150	16%
Elizabeth City	Christ	166,096	41,524	29,100	18%
Elizabethtown	St. Christopher's	46,804	11,701	3,625	8%
Engelhard	St. George's	31,897	7,974	3,088	10%
Fairfield	All Saints	2,575	644	200	8%
Farmville	Emmanuel	44,613	11,153	4,010	9%
Fayetteville	Good Shepherd	14,851	3,713	1,200	8%
Fayetteville	Holy Trinity	231,569	57,892	37,488	16%
Fayetteville	St. John's	335,509	83,877	57,000	17%
Fayetteville	St. Joseph's	57,547	14,387	4,800	8%
Fayetteville	St. Paul's in the Pines	65,157	16,289	5,214	8%
Gatesville	St. Mary's	25,965	6,491	1,700	7%
Goldsboro	St. Andrew's	15,296	3,824	1,420	9%
Goldsboro	St. Francis	99,165	24,791	16,601	17%
Goldsboro	St. Stephen's	203,365	50,841	34,000	17%
Greenville	St. Paul's	311,551	77,888	60,982	20%
Greenville	St. Timothy's	202,221	50,555	20,600	10%
Grifton	St. John's/St. Mark's	28,865	7,216	2,915	10%
Hampstead	Holy Trinity	49,673	12,418	4,668	9%
Havelock	St. Christopher's	50,362	12,591	1,070	2%
Hertford	Holy Trinity	56,615	14,154	4,250	8%
Hope Mills	Christ Church	61,814	15,454	6,250	10%
Jacksonville	St. Anne's	183,993	45,998	24,500	13%
Kinston	Holy Innocents	43,840	10,960	4,240	10%
Kinston	St. Augustine's	25,379	6,345	1,802	7%

1991 NDBI COMPARISON

Location	Parish	NDBI	25% of NDBI	Pledge Paid	% of NDBI
Kinston	St. Mary's	295,194	73,799	50,440	17%
Lumberton	Trinity	113,859	28,465	18,285	16%
Morehead City	St. Andrew's	316,423	79,106	57,002	18%
Nags Head	St. Andrew's by the Sea	205,714	51,429	34,000	17%
New Bern	Christ	453,308	113,327	96,000	21%
New Bern	St. Cyprian's	35,717	8,929	5,400	15%
Northwest/Reglwd.	All Soul's	14,400	3,600	1,600	11%
Oriental	St. Thomas	64,961	16,240	5,100	8%
Plymouth	Grace	42,801	10,700	2,500	6%
Roper	St. Luke's/St. Anne's	16,614	4,154	1,800	11%
Roxobel	St. Mark's	6,086	1,522	400	7%
Shallotte	St. James-the-Fisherman	59,045	14,761	4,167	7%
Sladesville	St. John's	2,598	650	200	8%
Southport	St. Philip's	88,997	22,249	6,360	7%
Sunbury	St. Peter's	11,595	2,899	1,272	11%
Swan Quarter	Calvary		0	0	
Swansboro	St. Peter's by the Sea	67,479	16,870	4,240	6%
Thomas Ldg/Holly Ridge	St. Philip's	10,333	2,583	825	8%
Trenton	Grace	19,995	4,999	530	3%
Vanceboro	St. Paul's	28,667	7,167	1,300	5%
Washington	St. Paul's		0	1,025	
Washington	St. Peter's	273,287	68,322	56,082	21%
Washington	Zion	32,260	8,065	1,800	6%
Whiteville	Grace	62,093	15,523	5,512	9%
Williamston	Church of the Advent	98,988	24,747	17,500	18%
Wilmington	Church of the Good Shepl	72,110	18,028	500	1%
Wilmington	Church of the Servant	71,642	17,911	3,930	5%
Wilmington	St. Andrew's-on-the-Sound	206,051	51,513	18,000	9%
Wilmington	St. James	422,320	105,580	67,000	16%
Wilmington	St. John's	276,380	69,095	57,610	21%
Wilmington	St. Mark's	30,521	7,630	5,088	17%
Wilmington	St. Paul's	128,975	32,244	11,124	9%
Windsor	St. Thomas'	106,783	26,696	8,125	8%
Woodville/Lewis	Grace	9,585	2,396	2,968	31%
	TOTALS	6,719,043	1,679,761	983,569	

CREATIVE CHRISTIAN STEWARDSHIP GRANTS

SEPTEMBER 25, 1991

	Requested	Recommended	Approved
Pender County Christian Services, Inc.	$ 2,500	$ 0	$ 2,500
Cobb Child Care Center, Inc.	10,000	8,000	8,000
SAFE in Lenoir County, Inc.	5,425	0	0
Cumberland Community Action Program	25,000	0	0
The Episcopal Counseling Center of Wilmington	10,000	5,000	5,000
Northeastern Education & Development	6,000	0	0
Girls Incorporated of the Albemarle	6,040	2,500	2,500
Eagle's Wings, Inc.	5,000	1,500	1,500
N.C. Institute on the African American Male	12,500	0	0
The Creative Living Center of Greenville	10,000	6,000	6,000
The Key Program of Jacksonville	6,000	7,000	7,000
Edenton-Chowan Food Pantry	15,000	5,000	5,000
Elizabeth City Habitat for Humanity	4,000	0	0
Sampson Crisis Center	1,500	1,500	1,500
Onslow Community Ministries, Inc.	5,000	5,000	5,000
Lower Cape Fear Hospice, Inc.	4,250	2,000	2,000
Bishop's Discretionary Fund	0	6,500	6,500
	$128,215	$50,000	$ 50,000

1992 BUDGET

INCOME	1991 BUDGET	1991 ACTUAL	1992 ESTIMATE	1992 ACTUAL	NOTES
BAL. BROUGHT FORWARD	3,610.86	3,118.64	3,000.00	3,000.00	
PLEDGES	1,000,734.00	992,935.88	966,000.00	983,500.00	
EPISCOPAL FOUNDATION	65,000.00	65,000.00	65,000.00	110,000.00	
FOUND. FUND FOR STEW-DEVELOPMENT OFFICER	30,000.00	0.00	0.00		
NAT'L CHURCH FUNDING FOR STEW. DEV. OFFICER	30,000.00	0.00	0.00		
PLEDGES PRIOR YEARS	10,000.00	9,213.20	7,000.00	7,000.00	
MISCELLANEOUS	0.00	1,000.00	0.00		
INTEREST	3,500.00	2,569.31	2,500.00	2,500.00	
TRUSTEES	8,000.00	4,000.00	4,000.00	4,000.00	
CREATIVE CHRIST. STEW.	50,000.00	70,280.30	75,000.00	46,500.00	@$20,000 of unspent '91 funds will
PRICE-NOE FOR THEO. ED.	5,000.00	5,000.00	5,000.00	5,000.00	be added to CCSG
CROSS CURRENT INCOME	5,000.00	293.85	500.00	500.00	
CAMP BUDGET-REGISTRAR	4,000.00	4,007.10	6,000.00	6,000.00	
TOTALS	1,214,844.86	1,157,418.28	1,134,000.00	1,168,000.00	

OUTSIDE GIVING

EXPENDITURES	1991 BUDGET	1991 ACTUAL	1992 ASKING	1992 ACTUAL
GENERAL CHURCH PROGRAM	224,000.00	224,000.00	221,000.00	221,000.00
GENERAL CONVENTION BUDGET	13,826.00	13,826.00	15,868.00	15,868.00

OUTSIDE GIVING

EXPENDITURES	1991 BUDGET	1991 ACTUAL	1992 ASKING	1992 ACTUAL	NOTES
GENERAL CONVENTION DELEGAT	5,000.00	3,916.11	5,500.00	5,500.00	Actual figure reflects that one delegate was unable to attend.
LAMBETH TRAVEL	500.00	500.00	500.00	500.00	
SYNOD QUOTA	955.00	955.00	1,569.00	1,569.00	
LAND STEWARDSHIP COUNCIL	2,000.00	2,000.00	2,000.00	0.00	
GRANTS:					
KANUGA	1,000.00	1,000.00	1,000.00	1,000.00	
THOMPSON'S CHILDREN HOME	7,500.00	7,500.00	7,500.00	7,500.00	
ST. MARY'S COLLEGE	1,000.00	1,000.00	1,000.00	1,000.00	
BUILDING FUND	1,000.00	1,000.00	1,000.00	1,000.00	
CHAPEL FUND	0.00	0.00	12,920.00	1,000.00	
ST. AUGUSTINE'S COLLEGE	6,500.00	6,500.00	6,500.00	6,500.00	
SEWANEE-UNIVERSITY OF SOUTI	1,000.00	1,000.00	1,000.00	1,000.00	
NC COUNCIL OF CHURCHES DUE	3,000.00	3,000.00	3,000.00	3,000.00	
EPISCOPAL RADIO/TV FOUNDATI	1,200.00	1,200.00	1,200.00	1,200.00	
EPISCOPAL MIGRANT MINISTRY	38,375.00	38,375.00	39,681.00	39,681.00	
ECUMENICAL RELATIONS	2,550.00	1,837.00	2,375.00	2,375.00	
HUNGER COMMISSION	1,750.00	1,750.00	800.00	800.00	
PRISON COMMISSION	4,500.00	4,500.00	6,500.00	4,500.00	
PEACE WITH JUSTICE COMMITTI	500.00	100.00	0.00	0.00	
CREATIVE STEWARDSHIP (85%)	40,000.00	56,224.24	60,000.00	43,600.00	
SHEPHERD'S STAFF	9,000.00	9,000.00	10,000.00	10,000.00	

OUTSIDE GIVING

EXPENDITURES	1991 BUDGET	1991 ACTUAL	1992 ASKING	1992 ACTUAL	NOTES
GOOD SHEPHERD HOUSE	10,000.00	10,000.00	10,000.00	10,000.00	
CROSSROADS	4,500.00	4,500.00	4,500.00	0.00	
COMMUNITY DEVELOPERS OF HYDE-BEAUFORT COUNTIES	10,000.00	10,000.00	11,360.00	11,360.00	
TOTAL OUTSIDE	389,656.00	403,683.35	426,773.00	389,953.00	

INSIDE GIVING

EXPENDITURES	1991 BUDGET	1991 ACTUAL	1992 ASKING	1992 ACTUAL
BISHOP				
SALARY	45,065.63	45,065.63	49,751.00	47,500.00
HOUSING	15,288.35	15,288.35	17,363.00	16,578.00
UTILITIES	2,620.86	2,620.86	2,892.00	2,762.00
TRAVEL	13,652.38	13,652.38	15,072.00	14,390.00
SOCIAL SECURITY BONUS	4,817.57	3,447.50	5,235.00	4,999.00
PENSION PREMIUM	12,202.63	11,334.98	13,542.00	12,931.00
ASSISTANT TO BISHOP FOR PROGRAM & MINISTRY				
SALARY	20,099.60	20,099.60	0.00	0.00
HOUSING	6,268.24	6,268.24	0.00	0.00
UTILITIES	1,732.61	1,732.61	0.00	0.00
TRAVEL	5,223.48	5,223.48	0.00	0.00
SOCIAL SECURITY BONUS	1,537.62	1,537.62	0.00	0.00
PENSION PREMIUM	4,013.98	4,013.98	0.00	0.00

INSIDE GIVING

EXPENDITURES	1991 BUDGET	1991 ACTUAL	1992 ASKING	1992 ACTUAL	NOTES
ASSISTANT TO BISHOP FOR PROGRAM & MINISTRY					
DEPARTURE COST	2,000.00	1,942.00	0.00	0.00	
INTERIM ASSISTANT TO BISHOP FOR PROGRAM & MINSTRY					
SALARY	6,666.67	6,222.23	22,080.00	21,080.00	
HOUSING	2,250.00	2,100.00	8,193.00	7,821.00	
UTILITIES	833.33	777.77	2,760.00	2,635.00	
TRAVEL	1,333.33	1,244.43	4,416.00	4,216.00	
SOCIAL SECURITY BONUS	2,200.00	684.43	2,470.00	2,358.00	
PENSION PREMIUM	1,889.00	1,798.16	6,390.00	6,101.00	
START UP COST & MOVING EXPE	3,000.00	3,280.79	0.00	0.00	
INTERIM DEPLOYMENT OFFICER					
SALARY	2,000.00	1,600.00	0.00	0.00	
TRAVEL	1,500.00	935.26	0.00	0.00	
EXPENSES	500.00	1,073.98	0.00	0.00	
ASSISTANT TO BISHOP FOR FINANCE & ADMINISTRATION					
SALARY	33,000.00	33,000.00	36,432.00	34,782.00	
EPISCOPAL ASSISTANCE	1,000.00	1,497.00	5,000.00	5,000.00	

INSIDE GIVING

EXPENDITURES	1991 BUDGET	1991 ACTUAL	1992 ASKING	1992 ACTUAL	NOTES
YOUTH COORDINATOR					
SALARY	27,404.00	27,404.00	30,254.00	28,883.00	
TRAVEL	3,689.00	3,732.61	3,800.00	3,800.00	
CASH CONTRIBUTION (IRA)	3,014.44	3,014.44	3,328.00	3,328.00	
STEWARDSHIP DEVELOPMENT OFFICER					
SALARY					
BENEFITS					
MEMBERSHIPS; PUBLICATIONS					
TRAVEL					
OFFICE RENTAL & EXPENSES					
OFFICE SUPPLIES		192.58			
EQUIPMENT MAINTANENCE					
PRINTING					
POSTAGE					
CONTINGENCY					
MOVING					
	60,000.00		0.00	0.00	
PROVINCIAL & NATIONAL MEETI	2,000.00	2,681.36	2,500.00	2,500.00	
DIOCESAN OFFICE					
SECRETARIES	49,000.00	48,749.94	55,000.00	53,000.00	
S.D.O./CAMP REGISTRAR	4,000.00	4,007.10	6,000.00	6,000.00	
CASH CONTRIBUTIONS FOR IRA	9,000.00	11,112.27	10,000.00	10,000.00	
DIOCESAN LOAN PAYMENT	14,082.00	14,082.00	14,082.00	14,082.00	

INSIDE GIVING

EXPENDITURES	1991 BUDGET	1991 ACTUAL	1992 ASKING	1992 ACTUAL	NOTES
DIOCESAN OFFICE - CONTINUED					
GENERAL OFFICE EXPENSES	18,500.00	18,232.16	19,000.00	18,949.00	
POSTAGE & PRINTING	17,500.00	15,858.27	17,000.00	16,000.00	
TELEPHONE	10,000.00	11,583.72	11,500.00	11,500.00	
UTILITIES	7,000.00	7,072.65	7,000.00	7,000.00	
JANITORIAL SERVICES	3,600.00	3,180.00	3,600.00	3,500.00	
YARD SERVICE	1,500.00	1,454.52	1,700.00	1,700.00	
PAYROLL TAXES	13,000.00	11,729.04	13,000.00	13,000.00	
AUDIT EXPENSES	2,000.00	1,662.24	2,000.00	2,000.00	
MAINTENANCE	0.00	0.00	10,000.00	0.00	Escrow account for maintenance $19,000.00
HEALTH & LIFE INSURANCE	65,000.00	64,852.36	85,000.00	81,000.00	
MEDICARE SUPPLEMENT	18,500.00	20,029.00	22,000.00	22,000.00	
DIOCESAN INSURANCE	7,000.00	7,527.00	7,600.00	7,600.00	
GRAHAM CAPITAL IMPROVEMEN	8,500.00	7,938.26	8,500.00	8,500.00	
DIOCESAN CONVENTION	17,000.00	22,296.51	20,000.00	20,000.00	
THEOLOGICAL EDUCATION					
GRANTS TO SEMINARIANS	15,000.00	14,889.80	20,000.00	20,000.00	Actual spent was $30,000, but Trustees funds brought it into balance. Trustees funds are almost depleted.
CONTINUING EDUCATION-CLERC	5,000.00	945.00	4,000.00	4,000.00	
CLERGY CONFERENCES	2,000.00	2,062.63	2,000.00	2,000.00	

INSIDE GIVING

EXPENDITURES	1991 BUDGET	1991 ACTUAL	1992 ASKING	1992 ACTUAL	NOTES
DEPARTMENT OF COMMUNICATION					
EDITOR'S SALARY	14,000.00	14,000.00	14,756.00	14,756.00	
CONTRIBUTING EDITOR	1,800.00	1,778.31	1,980.00	1,800.00	
EXPENSES AND PHOTOS	4,810.00	4,796.79	5,291.00	5,291.00	
PUBLICATION	32,500.00	30,083.84	35,750.00	32,000.00	
DEPARTMENT OF COLLEGE WOR	27,446.00	27,446.50	27,905.00	27,905.00	
DEPARTMENT OF CHRISTIAN EDUCATION					
DEPARTMENT WORK	3,500.00	2,938.88	5,300.00	4,800.00	
YOUTH	9,500.00	8,944.20	10,500.00	9,000.00	
EDUCATION FOR MINISTRY	2,500.00	2,500.00	2,500.00	2,500.00	
CAMP TRINITY	25,000.00	25,000.00	25,000.00	25,000.00	
DEPARTMENT OF CHRISTIAN MINISTRY					
DEPARTMENT EXPENSES	1,575.00	440.62	1,500.00	1,500.00	
COMMISSION ON SEXUALITY	0.00	0.00	1,000.00	1,000.00	
DEPARTMENT OF EVANGELISM	3,000.00	3,437.71	2,000.00	2,000.00	
DEPARTMENT OF MISSION					
GRANTS TO CHURCHES	63,500.00	60,198.22	60,000.00	60,000.00	
MISSION TO BLACK CONGREGAT	3,700.00	3,700.00	0.00	0.00	CD designated for Black
MOVING	8,000.00	1,780.59	6,000.00	4,000.00	Ministry $23,000.
DEPARTMENT EXPENSES	1,200.00	1,221.86	1,200.00	1,200.00	

INSIDE GIVING

EXPENDITURES	1991 BUDGET	1991 ACTUAL	1992 ASKING	1992 ACTUAL	NOTES
DEPARTMENT OF MISSION - CONTINUED					
DEPARTMENT OF MISSION					
AREA STUDIES	4,000.00	4,415.82	0.00	0.00	
PARISH PLANNING CONFERENCE	2,000.00	1,264.30	0.00	1,500.00	
CARO/VA SMALL CHURCH CONFI	1,300.00	1,150.00	0.00	1,500.00	
CONTINGENCY	0.00	0.00	2,000.00	2,000.00	
PARISH RENEWAL GRANTS	0.00	0.00	7,000.00	5,000.00	
PARISH SUPPORT/CONSULTATIO!	0.00	0.00	1,500.00	1,000.00	
DEPARTMENT OF STEWARDSHIP	3,600.00	2,114.54	3,500.00	2,500.00	
COMMISSION ON AGEING	1,500.00	932.70	1,050.00	1,050.00	
LITURGICAL COMMISSION	3,500.00	3,368.91	3,650.00	3,000.00	
PROGRAM COMMITTEE	1,000.00	590.58	750.00	750.00	
ALCOHOL COMMISSION	1,500.00	407.35	1,500.00	1,350.00	
DIOCESAN RESOURCE CENTER	5,000.00	4,393.19	5,000.00	4,000.00	
FAMILY MINISTRY	3,000.00	1,432.39	2,000.00	2,000.00	
COMMISSION ON MINISTRY	2,000.00	1,730.10	2,150.00	2,150.00	
COMMITTEE ON THE DIACONATE	3,000.00	1,050.59	1,600.00	1,600.00	

INSIDE GIVING

EXPENDITURES	1991 BUDGET	1991 ACTUAL	1992 ASKING	1992 ACTUAL	NOTES
COMMISSION ON HEALING	500.00	561.86	500.00	500.00	
PLANNING, DESIGN & CONSTRUC'	100.00	0.00	0.00	0.00	
ARTS COMMISSION	1,075.00	0.00	0.00	0.00	
ADMINISTRATIVE CONTINGENCY				4,500.00	
CREATIVE CHRIST. STWDSHIP (20	10,000.00	14,106.06	15,000.00	7,400.00	
TOTAL INSIDE GIVING	819,090.72	738,516.65	818,342.00	778,047.00	67% of Budget
TOTAL OUTSIDE GIVING	389,656.00	403,683.35	426,773.00	389,953.00	33% of Budget
BUDGET TOTAL	1,208,746.72	1,142,200.00	1,245,115.00	1,168,000.00	

THE EPISCOPAL FOUNDATION OF THE
DIOCESE OF EAST CAROLINA, INCORPORATED

DESCRIPTION OF FUNDS

1991

GENERAL FUND

Gifts of various donors. Income is unrestricted and principal may be invaded or used. On June 30, 1986, this fund was disbursed in order to help with the costs of the construction of Trinity Camp and Conference Center.

Value 01-01-91	$2,500
Value 12-31-91	$3,800

LOUISE A. ALSTON FUND

Bequest of Dr. Louis W. Alston (1960) to the Trustees of the Diocese. Value when received $793,001.74. Income for theological education, religious work among college students and to supplement salaries of low paid clergy.

Value 01-01-91	$1,905,096
Value 12-31-91	$2,261,916

CURTIS-MURCHISON FUND

Bequest of Fanny Murchison Curtis (1967) and bequest of Jennie Atkinson Murchison (1973) to the Foundation in loving memory of their sister, Lucy Murchison Mallett. Value when received $49,827.54. Income unrestricted. Principal may be invaded or used.

Value 01-01-91	$74,942
Value 12-31-91	$88,979

EDWARD M. FORBES FUND

Bequest of The Rev. Edward M. Forbes (1893) to the Trustees of the Diocese. Value when received $54,446.38. Annual income divided as follows: $250 plus 1/4 of excess over $575 to Missionaries within Diocese; $150 plus 1/4 excess over $575 to St. Augustine's College for Scholarship Fund (preferring students for Episcopal ministry); $25 plus 1/4 of excess over $575 to Christ Church, New Bern, for poor Episcopalians in New Bern; and $150 plus 1/4 excess over $575 to Bishop for loans (with advice of Standing Committee) to men studying for Episcopal ministry.

Value 01-01-91	$94,176
Value 12-31-91	$111,815

ANNE SHEPARD GRAHAM BUILDING FUND

Bequest of Mrs. Anne Shepard Graham (1969) to the Foundation. Value when received (including additions) $78,343.69. Income for capital improvement of missions, camps, conference centers, schools and other properties owned and operated by the Diocese. Twenty percent of income to be added to principal through 1980.

Value 01-01-91	$116,647
Value 12-31-91	$138,495

SARAH GRAHAM KENAN FUND

Gifts of the Sarah Graham Kenan Foundation (1976) to the Trustees of the Diocese. Value when received $60,647.25. Income unrestricted. Principal subject to return to Trustees of Diocese on demand. On June 30, 1986, $240,853.95 was disbursed in order to help with the costs of the construction of Trinity Camp and Conference Center.

Value 01-01-91	$292,696
Value 12-31-91	$348,231

MARVIN-GILES-MURCHISON FUND

Gifts of Mrs. Lucille Murchison Marvin (1965) and bequest of Mrs. Marvin (1968) to the Trustees of the Diocese in memory of her mother, Lucy Wright Giles, and her father, David Reid Murchison. Value when received by Trustees $75,030.00. Value when transferred to the Foundation $64,391.40. Principal may be invaded or used after December 5, 1983.

Value 01-01-91	$71,891
Value 12-31-91	$85,356

LUCILLE M. MARVIN FUND

Gift of Mrs. Lucille M. Marvin (1962) to the Diocese. Value when received $14,199.50. Two-thirds of income for St. Andrew's, Wrightsville Sound, and one-third for Bishop's Discretionary Fund.

Value 01-01-91	$11,372
Value 12-31-91	13,502

WALTER R. MARVIN FUND

Bequest of Mrs. Lucille Murchison Marvin (1968) to the Trustees of the Diocese in memory of her husband, Walter R. Marvin. Value when received $25,000.00. Principal may be invaded or used after December 5, 1983.

Value 01-01-91	$27,912
Value 12-31-91	$33,139

PRICE-NOE MEMORIAL FUND

Bequest in the Joint will of Thomas P. Noe (1958) and Susan Ann Price Noe (1958) to the Foundation in memory of the Price-Noe Family and named relatives and friends of the testators. Value when received (including additions) $94,744.55. Income for building and rebuilding church buildings in the Diocese, especially in locations where new church work is being carried on, and for training men and women for Christian work. The testators recommended that 10% of income be added to principal each year.

Value 01-01-91	$266,574
Additions	$ 1,296
	$267,870
Value 12-31-91	$317,879

MARY NELSON SMITH FUND

Gift of the family of Mrs. Mary Nelson Smith (1939) in her memory to the Diocese. Value when received (including additions) $10,642.85. Income for theological education.

Value 01-01-91	$19,124
Additions	370
	$19,494
Value 12-31-91	$23,076

BISHOP STRANGE FUND

Gifts from many communicants to the Diocese in memory of The Rt. Rev. Robert Strange, Bishop of East Carolina, who died in 1914. Value when received $4,969.99. Income for missionary work in the Diocese.

Value 01-01-91	$7,010
Value 12-31-91	$8,323

CHARLOTTE I. THOMPSON FUND

Gift of Mrs. Charlotte I. Thompson (1967) to the Foundation. Value when received (including additions) $8,471.52. Income accumulated during life of Mrs. Thompson and thereafter used for expenses of St. Gabriel's, Faison. If St. Gabriel's is closed or no longer operated as a mission or church, income unrestricted.

Value 01-01-91	$18,483
Value 12-31-91	21,945

BISHOP WATSON FUND

Gifts from many communicants to the Diocese in memory of The Rt. Rev. Alfred Augustine Watson, Bishop of East Carolina, who died in 1905. Value when received $19,992.21. Income for the support of the Episcopate.

Value 01-01-91	$14,434
Value 12-31-91	$18,325

ROBERT ARCHER WILLIAMS FUND

Bequest of Mrs. Bessie Sasser Williams (1974) to the Diocese as a memorial for Robert Archer Williams. Value when received $23,048.00. Income for the education of Episcopal ministers. Principal may be invaded or used for the same purpose.

Value 01-01-91	$36,577
Value 12-31-91	$43,428

LEON O. AND NEVA WELLS LASTINGER MEMORIAL FUND

Bequest of Amanda Buck Harding Lastinger (1969) to the Foundation in memory of Leon O. and Neva Wells Lastinger. Income to be used for benefit of Trinity Parish, Chocowinity; if this is impracticable, income to be used for other mission churches in the Diocese with preference being given to mission churches in Beaufort County. Value whe received $49,051.09.

Value 01-01-91	$66,680
Value 12-31-91	$79,169

CLERGY FOREIGN TRAVEL FUND

Anonymous gift to be invested with Foundation and income to be disbursed to Clergy of East Carolina for foreign travel upon discretion of Bishop. Received in December 1979 with value when received $40,000.00.

Value 01-01-91	$58,709
Value 12-31-91	$69,705

WILL G. GAITHER FUND

Bequest of Mr. Will G. Gaither of Elizabeth City to Foundation in 1979. Value when received $50,000.00. Income unrestricted.

Value 01-01-91	$72,765
Value 12-31-91	$86,394

WILLIAM AND PHYLLIS WALKER FUND

Bequest of Mrs. Phyllis Walker (1980) to the Diocese for the Bishop's Discretionary Fund. Principal may be invaded or used for this purpose. Value when received $119,898.31.

Value 01-01-91	$94,563
Value 12-31-91	$112,274

WINSLOW MERRICK FUND

Bequest of Wislow Merrick (1976) of 250 shares of General Motors Corporation stock. The principal to be held in trust and income to be paid annually to St. Mark's, Wilmington. The income first to be used to pay pledges to Diocese and second for operation of Church. Stock sold 9-9-82 and $11,853.77 sent to Foundation for investment.

Value 01-01-91	$14,487
Value 12-31-91	$17,201

ACCOUNT 32-59974-00

PERIOD ENDING 06-30-91

WACHOVIA BANK OF NORTH CAROLINA NA
CU EPISCOPAL FDN - DIOCESE OF E CAR
PARTICIPANT FUND ACCOUNTING

PRINCIPAL

PARTICIPATING FUND	UNITS HELD BEGINNING OF PERIOD	BEGINNING INVENTORY	BEGINNING MARKET VALUE	ADDITIONS	WITHDRAWALS	REALIZED GAIN OR LOSS(-)	ENDING UNITS	ENDING INVENTORY	ENDING MARKET VALUE
GENERAL FUND	19.9035	3,336.33	2,500.76	400.54	858.44	108.56	16.4256	2,986.99	2,162.58
LOUIS W.ALSTON FUND	15162.6901	1,678,572.76	1,905,096.44	.00	.00	82,698.66	15162.6901	1,761,271.42	1,996,296.82
CURTIS-MURCHISON FUND	596.4683	81,614.30	74,942.50	.00	.00	3,253.19	596.4683	84,867.49	78,530.13
EDWARD FORBES FUND	749.5521	88,784.52	94,176.52	.00	.00	4,088.13	749.5521	92,872.65	98,684.90
GRAHAM BLDG. FUND	928.3977	139,277.04	116,647.33	.00	.00	5,063.57	928.3977	144,340.61	122,231.43
SARAH G.KENAN FUND	2329.5723	271,149.72	292,696.10	630.00	.00	12,705.70	2334.3574	284,485.42	307,337.98
MARVIN-GILES-MURCHISON FD	572.1876	124,211.38	71,891.79	.00	.00	3,120.76	572.1876	127,332.14	75,333.34
LUCILE M.MARVIN FUND	90.5136	23,578.93	11,372.45	.00	.00	493.67	90.5136	24,072.60	11,916.90
WALTER R.MARVIN FUND	222.1522	41,259.96	27,912.04	.00	.00	1,211.64	222.1522	42,471.60	29,248.23
PRICE-NOE MEMORIAL FUND	2121.6693	188,579.55	266,574.40	595.45	.00	11,571.78	2126.1920	200,746.78	279,931.22
MARY N.SMITH FUND	152.2130	23,053.52	19,124.62	.00	.00	830.18	152.2130	23,883.70	20,040.14
BISHOP STRANGE FUND	55.7947	8,155.46	7,010.24	.00	.00	304.31	55.7947	8,459.77	7,345.85
CHARLOTTE THOMPSON FUND	147.1112	21,164.41	18,483.60	.00	.00	802.36	147.1112	21,966.77	19,368.44
BISHOP WATSON FUND	122.8413	33,216.58	15,434.24	.00	.00	669.99	122.8413	33,886.57	16,173.09
R.A.WILLIAMS FUND	291.1220	37,689.63	36,577.65	.00	.00	1,587.81	291.1220	39,277.44	38,328.68
L.&N.W.LASTINGER MEM.FD.	530.7109	80,570.66	66,680.48	.00	.00	2,894.55	530.7109	83,465.21	69,872.58
FANNY M CURTIS FUND	187.9984	40,051.77	23,620.82	.00	.00	1,025.36	187.9984	41,077.13	24,751.57
SMITHSON FUND	1808.2517	328,556.04	227,195.46	46,000.00	.00	9,862.37	2157.6405	384,418.41	284,071.66
CLERGY FOREIGN TRAVEL FUN	467.2680	65,564.15	58,709.26	.00	.00	2,548.52	467.2680	68,112.67	61,519.80
WILL G GAITHER FUND	579.1420	81,261.60	72,765.55	.00	.00	3,158.69	579.1420	84,420.29	76,248.97
WM & PHYLLIS WALKER FUND	752.6297	127,428.53	94,563.17	.00	.00	4,104.91	752.6297	131,533.44	99,090.11
WINSLOW MERRICK FUND	115.3093	19,523.15	14,487.90	.00	.00	628.91	115.3093	20,152.06	15,181.46
FLAGLER FUND	587.3003	114,495.22	73,790.58	.00	.00	3,203.19	587.3003	117,698.41	77,323.05
ROBINSON CHARITY	464.6695	61,325.62	58,382.82	.00	.00	2,534.35	464.6695	63,859.97	61,177.67
SAINT ANDREWS	73.1494	9,654.03	9,190.74	.00	.00	398.96	73.1494	10,052.99	9,630.75
HOUTZ MUSIC FD	95.0943	12,550.24	11,947.98	.00	12,519.99	518.65	.0000	.00	.00
CHRIST CHURCH FDN	799.5447	105,521.38	100,457.74	.00	.00	4,360.79	799.5447	109,882.17	105,266.83
TOTAL	30023.2571	3,810,146.48	3,772,233.18	47,625.99	13,378.43	163,749.56	30283.3815	4,007,594.70	3,987,064.18
UNIT MARKET VALUE	125.6437						131.6585		

ACCOUNT 32-59974-00

PERIOD ENDING 06-30-91

WACHOVIA BANK OF NORTH CAROLINA NA
CU EPISCOPAL FDN - DIOCESE OF E CAR
PARTICIPANT FUND ACCOUNTING

INCOME

PARTICIPATING FUND	UNITS HELD BEGINNING OF PERIOD	CURRENT NET INCOME	ACCRUED INCOME	TOTAL INCOME	CURRENT PAYMENTS	REINVESTMENT	PRIOR ACCUMULATED INCOME	TOTAL ACCUMULATED INCOME
GENERAL FUND	19.9035	55.86	N/A	55.86	55.86	.00	.00	.00
LOUIS W.ALSTON FUND	15162.6901	42,554.15	N/A	42,554.15	42,554.15	.00	.00	.00
CURTIS-MURCHISON FUND	596.4683	1,673.99	N/A	1,673.99	1,673.99	.00	.00	.00
EDWARD FORBES FUND	749.5521	2,103.62	N/A	2,103.62	2,103.62	.00	.00	.00
GRAHAM BLDG. FUND	928.3977	2,605.55	N/A	2,605.55	2,605.55	.00	.00	.00
SARAH G.KENAN FUND	2329.5723	6,537.96	N/A	6,537.96	6,537.96	.00	.00	.00
MARVIN-GILES-MURCHISON FD.	572.1876	1,605.85	N/A	1,605.85	1,605.85	.00	.00	.00
LUCILE M.MARVIN FUND	90.5136	254.03	N/A	254.03	254.03	.00	.00	.00
WALTER R.MARVIN FUND	222.1522	623.47	N/A	623.47	623.47	.00	.00	.00
PRICE-NOE MEMORIAL FUND	2121.6693	5,954.48	N/A	5,954.48	5,359.03	595.45	.00	.00
MARY N.SMITH FUND	152.2130	427.19	N/A	427.19	427.19	.00	.00	.00
BISHOP STRANGE FUND	55.7947	156.59	N/A	156.59	156.59	.00	.00	.00
CHARLOTTE THOMPSON FUND	147.1112	412.87	N/A	412.87	412.87	.00	.00	.00
BISHOP WATSON FUND	122.8413	344.75	N/A	344.75	344.75	.00	.00	.00
R.A.WILLIAMS FUND	291.1220	817.04	N/A	817.04	817.04	.00	.00	.00
L.&N.W.LASTINGER MEM.FD.	530.7109	1,489.44	N/A	1,489.44	1,489.44	.00	.00	.00
FANNY M CURTIS FUND	187.9984	527.62	N/A	527.62	527.62	.00	.00	.00
SMITHSON FUND	1808.2517	5,074.87	N/A	5,074.87	5,074.87	.00	.00	.00
CLERGY FOREIGN TRAVEL FUND	467.2680	1,311.39	N/A	1,311.39	1,311.39	.00	.00	.00
WILL G GAITHER FUND	579.1420	1,625.36	N/A	1,625.36	1,625.36	.00	.00	.00
WM & PHYLLIS WALKER FUND	752.6297	2,112.26	N/A	2,112.26	2,112.26	.00	.00	.00
WINSLOW MERRICK FUND	115.3093	323.62	N/A	323.62	323.62	.00	.00	.00
FLAGLER FUND	587.3003	1,648.26	N/A	1,648.26	1,648.26	.00	.00	.00
ROBINSON CHARITY	464.6695	1,304.10	N/A	1,304.10	1,304.10	.00	.00	.00
SAINT ANDREWS	73.1494	205.29	N/A	205.29	205.29	.00	.00	.00
HOUTZ MUSIC FD	95.0943	266.88	N/A	266.88	266.88	.00	.00	.00
CHRIST CHURCH FDN	799.5447	2,243.93	N/A	2,243.93	2,243.93	.00	.00	.00
TOTAL	30023.2571	84,260.42		84,260.42	83,664.97	595.45	.00	.00

CU EPISCOPAL FDN - DIOCESE OF E CAR ****RUN 01-15-92****

PERIOD ENDING 12-31-91 PARTICIPANT FUND ACCOUNTING

PRINCIPAL

PARTICIPATING FUND	UNITS HELD BEGINNING OF PERIOD	BEGINNING INVENTORY	BEGINNING MARKET VALUE	ADDITIONS	WITHDRAWALS	REALIZED GAIN OR LOSS(-)	ENDING UNITS	ENDING INVENTORY	ENDING MARKET VALUE
GENERAL FUND	16.4256	2,986.99	2,162.58	1,350.00	.00	36.18-	25.4753	4,300.81	3,800.34
LOUIS W.ALSTON FUND	15162.6901	1,761,271.42	1,996,296.82	.00	.00	33,398.18-	15162.6901	1,727,873.24	2,261,916.36
CURTIS-MURCHISON FUND	596.4683	84,867.49	78,530.13	.00	.00	1,313.81-	596.4683	83,553.68	88,979.04
EDWARD FORBES FUND	749.5521	92,872.65	98,684.90	.00	.00	1,651.01-	749.5521	91,221.64	111,815.53
GRAHAM BLDG. FUND	928.3977	144,340.61	122,231.43	.00	.00	2,044.94-	928.3977	142,295.67	138,495.09
SARAH G.KENAN FUND	2334.3574	284,485.42	307,337.98	.00	.00	5,141.79-	2334.3574	279,343.63	348,231.16
MARVIN-GILES-MURCHISON FD	572.1876	127,332.14	75,333.34	.00	.00	1,260.33-	572.1876	126,071.81	85,356.93
LUCILE M.MARVIN FUND	90.5136	24,072.60	11,916.90	.00	.00	199.37-	90.5136	23,873.23	13,502.48
WALTER R.MARVIN FUND	222.1522	42,471.60	29,248.23	.00	.00	489.32-	222.1522	41,982.28	33,139.86
PRICE-NOE MEMORIAL FUND	2126.1920	200,746.78	279,931.22	701.45	.00	4,683.27-	2130.8941	196,764.96	317,879.21
MARY N.SMITH FUND	152.2130	23,883.70	20,040.14	370.00	.00	335.27-	154.6933	23,918.43	23,076.58
BISHOP STRANGE FUND	55.7947	8,459.77	7,345.85	.00	.00	122.90-	55.7947	8,336.87	8,323.28
CHARLOTTE THOMPSON FUND	147.1112	21,966.77	19,368.44	.00	.00	324.04-	147.1112	21,642.73	21,945.52
BISHOP WATSON FUND	122.8413	33,886.57	16,173.09	.00	.00	270.58-	122.8413	33,615.99	18,325.01
R.A.WILLIAMS FUND	291.1220	39,277.44	38,328.68	.00	.00	641.24-	291.1220	38,636.20	43,428.53
L.&N.W.LASTINGER MEM.FD.	530.7109	83,465.21	69,872.58	.00	.00	1,168.97-	530.7109	82,296.24	79,169.55
FANNY M CURTIS FUND	187.9984	41,077.13	24,751.57	.00	.00	414.10-	187.9984	40,663.03	28,044.96
SMITHSON FUND	2157.6405	384,418.41	284,071.66	46,240.00	.00	4,752.54-	2467.6090	425,905.87	368,109.14
CLERGY FOREIGN TRAVEL FUN	467.2680	68,112.67	61,519.80	.00	.00	1,029.23-	467.2680	67,083.44	69,705.40
WILL G GAITHER FUND	579.1420	84,420.29	76,248.97	.00	.00	1,275.65-	579.1420	83,144.64	86,394.33
WM & PHYLLIS WALKER FUND	752.6297	131,533.44	99,090.11	.00	.00	1,657.78-	752.6297	129,875.66	112,274.62
WINSLOW MERRICK FUND	115.3093	20,152.06	15,181.46	.00	.00	253.99-	115.3093	19,898.07	17,201.44
FLAGLER FUND	587.3003	117,698.41	77,323.05	.00	.00	1,293.62-	587.3003	116,404.79	87,611.37
ROBINSON CHARITY	464.6695	63,859.97	61,177.67	.00	.00	1,023.51-	464.6695	62,836.46	69,317.73
SAINT ANDREWS	73.1494	10,052.99	9,630.75	.00	.00	161.12-	73.1494	9,891.87	10,912.15
HOUTZ MUSIC FD	.0000	.00	.00	.00	.00	.00	.0000	.00	.00
CHRIST CHURCH FDN	799.5447	109,882.17	105,266.83	.00	.00	1,761.12-	799.5447	108,121.05	119,273.23
TOTAL	30283.3815	4,007,594.70	3,987,064.18	48,661.45	.00	66,703.86-	30609.5821	3,989,552.29	4,566,228.84
UNIT MARKET VALUE	131.6585						149.1765		

CU EPISCOPAL FDN - DIOCESE OF E CAR ****RUN 01-15-92****

PERIOD ENDING 12-31-91 PARTICIPANT FUND ACCOUNTING

INCOME

PARTICIPATING FUND	UNITS HELD BEGINNING OF PERIOD	CURRENT NET INCOME	ACCRUED INCOME	TOTAL INCOME	CURRENT PAYMENTS	REINVESTMENT	PRIOR ACCUMULATED INCOME	TOTAL ACCUMULATED INCOME
GENERAL FUND	16.4256	54.19	N/A	54.19	54.19	.00	.00	.00
LOUIS W.ALSTON FUND	15162.6901	50,023.00	N/A	50,023.00	50,023.00	.00	.00	.00
CURTIS-MURCHISON FUND	596.4683	1,967.80	N/A	1,967.80	1,967.80	.00	.00	.00
EDWARD FORBES FUND	749.5521	2,472.84	N/A	2,472.84	2,472.84	.00	.00	.00
GRAHAM BLDG. FUND	928.3977	3,062.86	N/A	3,062.86	3,062.86	.00	.00	.00
SARAH G.KENAN FUND	2334.3574	7,701.24	N/A	7,701.24	7,701.24	.00	.00	.00
MARVIN-GILES-MURCHISON FD.	572.1876	1,887.70	N/A	1,887.70	1,887.70	.00	.00	.00
LUCILE M.MARVIN FUND	90.5136	298.61	N/A	298.61	298.61	.00	.00	.00
WALTER R.MARVIN FUND	222.1522	732.90	N/A	732.90	732.90	.00	.00	.00
PRICE-NOE MEMORIAL FUND	2126.1920	7,014.49	N/A	7,014.49	6,313.04	701.45	.00	.00
MARY N.SMITH FUND	152.2130	502.16	N/A	502.16	502.16	.00	.00	.00
BISHOP STRANGE FUND	55.7947	184.07	N/A	184.07	184.07	.00	.00	.00
CHARLOTTE THOMPSON FUND	147.1112	485.33	N/A	485.33	485.33	.00	.00	.00
BISHOP WATSON FUND	122.8413	405.26	N/A	405.26	405.26	.00	.00	.00
R.A.WILLIAMS FUND	291.1220	960.44	N/A	960.44	960.44	.00	.00	.00
L.&N.W.LASTINGER MEM.FD.	530.7109	1,750.86	N/A	1,750.86	1,750.86	.00	.00	.00
FANNY M CURTIS FUND	187.9984	620.22	N/A	620.22	620.22	.00	.00	.00
SMITHSON FUND	2157.6405	7,118.24	N/A	7,118.24	7,118.24	.00	.00	.00
CLERGY FOREIGN TRAVEL FUND	467.2680	1,541.56	N/A	1,541.56	1,541.56	.00	.00	.00
WILL G GAITHER FUND	579.1420	1,910.64	N/A	1,910.64	1,910.64	.00	.00	.00
WM & PHYLLIS WALKER FUND	752.6297	2,482.99	N/A	2,482.99	2,482.99	.00	.00	.00
WINSLOW MERRICK FUND	115.3093	380.42	N/A	380.42	380.42	.00	.00	.00
FLAGLER FUND	587.3003	1,937.55	N/A	1,937.55	1,937.55	.00	.00	.00
ROBINSON CHARITY	464.6695	1,532.98	N/A	1,532.98	1,532.98	.00	.00	.00
SAINT ANDREWS	73.1494	241.33	N/A	241.33	241.33	.00	.00	.00
HOUTZ MUSIC FD	.0000	.00	N/A	.00	.00	.00	.00	.00
CHRIST CHURCH FDN	799.5447	2,637.77	N/A	2,637.77	2,637.77	.00	.00	.00
TOTAL	30283.3815	99,907.45		99,907.45	99,206.00	701.45	.00	.00
UNIT INCOME VALUE	3.2991							

ACTIONS OF THE TRUSTEES

1991

March 1, 1991	Signed note for Trinity Center to borrow $21,000 for their Energy Management System.
April 22, 1991	Signed Quit Claim Deed for Kanuga Conferences, Inc.

GOALS FOR CONGREGATIONAL DEVELOPMENT

GOAL: By 1992 the Diocese of East Carolina will have implemented a Diocesan Strategy for Congregational Development which includes establishment of new congregations and the revitalization and/or transformation of existing congregations.

OBJECTIVES:

1. During 1990-1991 - Complete area study for Mission and Ministry in each area of the Diocese and each congregation to identify need for revitalization, transformation and initiation of new work, and to prioritize those needs ($15,000).

2. By 1991 - To have developed a strategy for working with each rural congregation and groupings of congregations to assist in the revitalization or transformation of their Mission and Ministry.

3. By the end of 1990 - To have identified and trained 6 lay people in consultation skills, and 4 persons in parish conflict management skills ($6,000).

4. By the end of 1989 - Will have developed, in cooperation, with the Commission on Ministry, guidelines for the establishment of new forms of lay and ordained ministry for work in rural and special communities. (Completed)

5. 1990-1992 - Launch capital funds campaign for acquisition of property, new missions and revitalization of existing congregations.

6. By the end of 1992 - Will have launched 3-5 new congregations.

GOALS FOR STEWARDSHIP

INDIVIDUAL LEVEL:

1. The Biblical tithe as the minimum standard of giving for Episcopalians will be reaffirmed by the Executive Council and the annual Convention.

2. Pledges to the churches will be doubled by 1992.

3. A year-round stewardship program will be operating in every parish.

PARISH LEVEL:

1. Pledges by the churches to the Diocese will be increased by 80% by 1992.

2. The minimum level of giving in 1988 will be 10%.

DIOCESAN LEVEL:

1. Beginning in 1988, a full-time development director will be in place to develop Planned Giving for both parishes and the diocese. The National Church will pay half of expenses the first three years.

2. By 1992, the Foundation, in cooperation with the Executive Council, will have provided leadership to have completed a capital funds drive. Some of these funds will be used for:

a. Land acquisition and congregational development.

b. Creative Christian Stewardship Grants.

GOALS FOR EVANGELISM AND RENEWAL

GOAL: To grow a minimum of 10% in every parish by the end of 1992 through sharing the good news of Jesus Christ.

STEPS TO ACHIEVE THIS GOAL:

1. By the end of 1991, we will have a minimum of 15 parishes involved in the current Evangelism Project.

2. By 1991, all parishes will have active, working Committees on Evangelism.

3. Recommendations for Cursillo and other conferences will be proposed in order to help participants integrate with local parishes.

4. There will be an Evangelism/Renewal Conference each year of the 90's.

GOALS FOR SERVANT MINISTRY

GOAL: To make possible that, in five years, every Episcopalian in the Diocese of East Carolina will be able to acknowledge and articulate his/her ministry, and live this ministry out with the support of a faith community.

OBJECTIVES:

In 1988:

1. Select one large and one small church in each convocation to serve as models of the process.

2. Design the process. (The Department of Christian Ministries will be asked to develop this process and to follow it through with the model congregation.)

In 1989:

1. A Diocesan Training Committee is organized to teach the process of gift identification to the parishes.

2. Volunteer coordinators from each parish or cluster of parishes will be trained by the Training Committee to work with individual parishes in helping them to spot talent and gifts among the clergy, deacons, and lay persons (adults, youth and children).

3. Assess avenues of servanthood.

4. Make connections so that no one feels alone or excluded.

5. Hook in to existing ministries; offer opportunities for the fruition of gifts.

6. Free people to say yes and to say no, always remembering that Christian charity is not mediocrity and that servants are loved but accountable.

In 1990:

1. Create the process of evaluation. Proceed.

GOALS FOR LEADERSHIP DEVELOPMENT

GOAL: To identify, develop and provide educational leadership experiences which are relevant and facilitate human development.

OBJECTIVES:

1. To help local parishes identify the resources available or needed to facilitate their potential growth in leadership skills.

2. To provide area vestry workshops to help people in leadership positions identify their role in their Christian community.

3. To help identify and link persons in local parishes with formal leadership training events, i.e., MATS.

4. To develop training experiences that will enhance design and planning skills for persons already in leadership roles.

GOALS FOR STRENGTHENING BLACK MINISTRIES

GOAL: To make the Diocese of East Carolina aware of the opportunity to minister and evangelism that portion of the population which is black in eastern North Carolina.

OBJECTIVES:

1. To strengthen the eight existing black congregations by 1992.

2. To have a black person in a responsible position on the diocesan staff by 1992.

3. In cooperation with the Department of Missions, develop strategies for new integrated parishes.

4. To examine how the dynamics of racism affect our corporate life and our ability to evanglize.

CLERGY SALARY STUDY COMMITTEE

To the Bishop and the One Hundred and Ninth Annual Convention of the Diocese of East Carolina:

The Clergy Salary Study Committee recommends that all diocesan salaries be increased by 5.4% in 1992 to reflect the national estimates of cost-of-living increases.

The Committee recommends an aditional 5% increase per year for the next three years for key diocesan positions. This recommendation recognizes that the total diocesan staff package is 15% below the national averages for key positions. Specific allocation of this increase to individual positions was felt to be outside the scope of the Committee.

We recommend, because the Diocese must look to the time when a new Bishop is needed, and because Bishop Sanders refused any increase as a result of the 1991 Budget shortfall, that the full 10.4%, as outlined above, be provided for his salary in 1992.

It is our recommendation that the MEDI-GAP insurance program currently provided for retired clergy to be continued. Years of service is used in the computation of this benefit.

We recommend no change in the current fee schedule for supply clergy. However, it should be emphasized that <u>all services are to be compensated</u>, <u>including midweek communions and 8:00 a.m. services</u>. Also remember that the Pension Fund requires payments on any fees paid for three consecutive month's employment of a priest.

We remind congregations that by 1992 parishes are to reach the 1/2 FICA "payment" to priests, as previously stated. This is treated as income, and as such tax, Social Security, and the Pension Fund apply. (The Pension Fund will also include this amount in the computation of the housing allowance.) We have developed an example to assist you.

The Clergy Salary Study Committee continues to feel that the Clergy Compensation Review Process is very vital, and that each parish should have a Compensation Review Committee. The Review Process is included in the Convention Workbook.

I would like to express my deep appreciation for the faithfulness of the Committee members, who have served so well.

Respectfully submitted,

F. Donald Hickman, Chair

A. ANNUAL COMPENSATION REVIEW PROCESS

The rector and the senior warden should appoint a Compensation Review Committee by the first of October so that they can meet with the rector the middle of October. This will allow time for the Committee to report its recommendations to the Finance Committee/Vestry meeting, before the budget process begins.

It is suggested that the following might serve on the Compensation Review Committee: (1) a former senior warden; (2) one of the current vestry; and (3) someone from the congregation at-large who is experienced in compensation review on a professional level.

Suggested steps for carrying out the compensation review process are: (1) After the Committee has been appointed, all members should be for Clergy through Housing," and the Diocesan Clergy Salary Study Commission findings, which should be read before meeting with the rector. (2) The Committee should review the existing compensation package by item in order to be familiar with its details. (3) The rector should be asked to comment to the Committee on how he feels about his present compensation and how he would like to see his total package structured for the coming year. (4) The current COLA (cost of living allowance) should be discussed. (5) The guidelines recommended by the Diocese should be reviewed. (6) The Committee should ascertain that the rector is familiar with the tax consequences of how the salary package is structured. (7) The compensation should be set. The Clergy Salary Study Commission encourages Compensation Review Committees to set the compensation with the rector present to allow for an open dialogue.

B. MINIMUM SALARY AND COMPENSATION FACTORS

THE COST OF THE POSITION

Clergy are called to do the work of the Lord and it seems unreasonable to impose upon them a purely secular system of compensation. However, it seems equally inappropriate to ignore the reality that the compensation of clergy is influenced by such factors as the scope of the job, clergy/vestry accountability, church stewardship, and the congregation's ability to pay.

It follows that maximum equity and fairness will result when the policies and methods pertaining to clergy compensation are standardized as much as possible and dealt with openly, making allowances for "special situations". The following guideline for determining the cost of a full time clergy position is

offered for establishing equity and fairness between the clergy and the vestry.

While the committee acknowledges the difficulty in any ministry review for clergy and vestry, there is an obvious need for an annual review of that mutual ministry. Communication and accountability between clergy and vestry should be a part of that review. An ongoing clarifying of expectations between clergy and vestry will support the mutual ministry of the parish. The committee is continuing to work on developing a supportive and effective means to conduct an annual ministry review.

We direct your attention to these pamphlets which can be of great assistance in this process:

1. Mutual Ministry Review: for Clergy and Parishes
2. Caring for Clergy through Compensation
3. Caring for Clergy through Housing

These publications are available through:

The Church Deployment Board of the Episcopal Church
815 Second Avenue
New York, NY 10017-4594
212-867-8400

LEVELS OF RESPONSIBILITY AND COMMENSURATE COMPENSATION

Salary is that cash amount which is paid directly to the clergyman. The first step in determining salary is to determine the Job Responsibility Level. The categories of A to G are listed and below them are the salary ranges for each category. The description of each level and the ranges of each salary are of a scope comprehensive enough to allow practically any situation to fall within one of the seven levels. The Job Responsibility Level determines the salary range.

I. Job Responsibility Level.

Level A-1 This is the first year of ordained ministry. (Salary set by diocese.)

Level A-2 This is the second year of ordained ministry.

Level B Positions at this level require professional competency and ability to deal with normal demands as found in some missions and small parishes.

Level C Positions at this level require professional competency and ability to deal with demands of a mission or parish beyond the size or complexity of Level B. Often the major challenges here are those of institutional and pastoral management. All illustration of this level might be the mission cure, small to medium parish less than 125, college chaplain, or seasoned assistant.

Level D These are positions of some complexity and responsibility requiring more professional competence and independence than those of Level C. The "typical parish rectorship" is at this level. Of the same level of responsibility, although very different in some of the skills required, are such positions as diocesan officials, a Senior Assistant in a parish whose Rectorship is at Level E or F, or a "Specialist" in certain areas.

Level E These positions are very complex and require seasoned competence in several areas: theological, pastoral and managerial. Typical of this level is the rectorship of above average in size and complexity of program. Average parish might approximate 250 with budget near $150,000.

Level F These positions are those of very heavy responsibility, requiring considerable experience and mastery of several not necessarily related disciplines. Direction and training of other clergy is often required. Rectors of very large, diverse parishes are typically at this responsibi-

lity level. Average parish might approximate 250 plus with budget near $200,000 or more.

II. Salary Range - 1992

	MINIMUM	MID-LEVEL	UPPER-LEVEL
Level A-1	*$17,549	$20,135	$24,138
Level A-2	*$20,030	$21,293	$25,551
Level B	$22,510	$23,660	$28,391
Level C	$23,816	$27,393	$32,871
Level D	$27,058	$31,122	$37,346
Level E	$30,304	$34,853	$41,823
Level F	$33,547	$38,585	$46,302

* This figure represents the minimum salary established by the Diocese.

** Upper level does not imply maximum.

III. Total Compensation Package

A. Compensation

1. Salary (as outlined in Section II)
2. Housing - equal to 30% of salary, housing and utilities
3. Utilities - reimbursement of actual costs
4. Social Security - cash allowance equal to 50% of FICA (7.65%)

B. Additional Benefits

1. Retirement (Church Pension Fund) - 18% of salary, housing and utilities, social security and <u>Any Other Cash Allowances</u>
2. Life and Medical Insurance - Based on quotes to the Diocese approximately 10-12% of total compensation
3. Sabbatical Leave (three months per five years)

4. Vacation

C. Business Expenses

1. Travel - reimbursement of actual expenses.
2. Continuing Education - reimbursement of actual expenses. ($300-$600)

EXAMPLE OF MINIMUM SALARY PACKAGES
EXPLANATION OF THE FORMULA USED TO DETERMINE THE PACKAGE

When computing compensation you need to remember that the Church Pension Fund is determined from the total of salary, utilities and housing. The Federal Government uses the same items in computing social security taxes. The benefit offered our clergy of 1/2 of their social security is viewed by the federal government a "income" (clergy are self-employed for federal tax purposes). This requires a two-step process in computation. Following are two examples (one for the first year of ordained ministry and the other for the second year of ordained ministry):

EXAMPLE: Level A-1 (first year of ordained ministry)

STEP ONE:

Compensation	$17,549	
**Utilities	2,287	
Sub-total	$19,836	
Housing	5,951	(housing is figured at 30% of compensation & utilities)
TOTAL:	$25,787	

(It is on this figure of $25,787 that you compute the 1/2 FICA benefit for the Social Security Tax. At the rate of 7.65%, the amount would be $1,973.)

Now, we must do the second step of this formula. Since the cash allowance for social security tax is considered "income", it must be added back to the compensation and utilities in order to again compute the housing allowance and pension.

STEP TWO:

Compensation	$17,549	
**Utilities	2,287	
Allowance FICA	1,973	
Sub-Total	$21,809	
Housing (30%)	6,543	
Total Payments	$28,352	

BENEFITS:

Pension	$ 5,103	(18% x $28,352)
Health and Life	5,360	(Family Coverage)
**Travel	2,400	
**Continuing Ed.	500	
TOTAL COST TO PARISH	$41,715	

EXAMPLE: Level A-2 (second year of ordained ministry)

Using the same two step process, the compensation would be as follows:

STEP ONE:

Compensation	$20,030	
**Utilities	2,530	
Sub-total	$22,560	
Housing	6,768	(30% of sub-total)
TOTAL	$29,328	

(It is on this figure of $29,328 that you compute the 1/2 FICA benefit for the social security tax. At the rate of 7.65%, the amount would be $2,244.)

STEP TWO:

Compensation	$20,030	
**Utilities	2,530	
Allowance FICA	2,244	
Sub-total	$24,804	
Housing	7,441	(30% of the sub total)
TOTAL PAYMENT	$32,245	

BENEFITS:

Pension	$ 5,804	(18% of total payment)

Health and Life	5,360	(family coverage)
**Travel	2,400	
**Continuing Ed	500	
TOTAL COST TO PARISH	$46,309	

**This is only one example. Utilities, travel and continuing education are negotiable and variable. We strongly recommend that continuing education be seen as a requirement and as a business expense.

NOTE: There is growing concern that a sabbatical is helpful/necessary if the quality of ministry from the clergy is to grow and remain competent within the life of the congregation. A three (3) month leave after five years has been suggested by our Commission on Ministry as an appropriate time. The course of study, as well as the length of time, should be negotiated with the vestry.

MINIMUM SUPPLY CLERGY REMUNERATION

One Service	$ 75.00
Two Services	100.00
Three Services	125.00
Midweek Service	50.00
Mileage Per Mile	.28
Motel and Meals as Necessary	

Supply clergy are responsible for federal and state income tax and social security tax on these amounts.

Interim situations are all unique and should be negotiated individually with the involvement of a Diocesan consultant.

BENEFITS FOR RETIRED CLERGY

This proposal is submitted by the Clergy Salary Study Commission concerning a benefit for retired clergy and widows of retired clergy.

Retired clergy will receive assistance in defraying the cost of Medigap Insurance, within the following guidelines:

ELIGIBILITY

The benefits will apply to certain retired clergy and widows of retired clergy. All eligibility guidelines must be met to obtain the benefit.

Clergy who have a cumulative service of 10 or more years with the Diocese of East Carolina will receive full reimbursement as defined in the "Benefit Amount" section of this article. The benefit is decreased by 10% per year for each year of service less than 10 years.

BENEFIT AMOUNT

Each year the Clergy Salary Study Commission will review the maximum reimbursement allowance and will recommend to the Diocese what the allowance will be for the year.

Consideration in setting the amount of this benefit shall, without any obligation to offset it, be based upon what it would cost to purchase Medigap insurance with the group health insurance provided the Diocese is using at the time. In no event will the amount of reimbursement in a given instance be more than the lesser of the following: (1) the actual cost of the insurance, or (2) the maximum reimbursement benefit in effect at the time.

RECIPIENT'S RESPONSIBILITIES

While the recipient is responsible for securing his/her Medigap coverage with the provider he/she chooses and also for filing evidence of its having been paid (for reimbursement purposes), the amount of reimbursement will be determined in accordance with the preceding section ("Benefit Amount").

RECOMMENDATION FOR 1992

It is the recommendation of the Clergy Salary Study Commission that the maximum benefit amount for the current year be $673 per eligible person.

COMMISSION ON AGEING

To the Bishop and the One Hundred and Ninth Annual Convention of the Diocese of East Carolina:

The Commission on Ageing, with the retirement of The Rev. Frank Ross and the loss of several membrs, has been trying the regroup and plan the best way to focus our efforts.

Having experienced a low attendance at our last diocesan conferenct at Trinity Center, we decided to offer workshops to individual churches. The workshop chosen was "You and Your Ageing Parents". Workshops were held in Greenville and Goldsboro with good attendance in both places. We hope to increase the number of these workshops next year.

We participated once in the "Saturday in Support of Parish Ministry", our workshop: 55 Alive-Encouraging older parishioners in ministry.

Two of our members attended the Sixth National Interfaith Symposium Ministry with the Ageing at Kanuga. While there they attended the ESMA Province IV annual meeting. Much good information was brought back.

The ECW's throughout the Diocese were contacted and asked if they would help us find a contact person for our commission in their parish. We have had a good response.

A new Commission member, Dottie Welch, with the help of Brian Sutton has prepared a notebook for the commission which has provided a history for us and a record of what has been accomplished.

Respectfully submitted,

Gloria Price, Chairman

ALCOHOL AND DRUG ADDICTION

To the Bishop and the One Hundred and Ninth Annual Convention of the Diocese of East Carolina:

Chairman, Liz Huskey moved on to the General Theological Seminary to pursue her calling with God's blessings and the heartfelt thanks of her commission members for her unselfish service to the Diocese as Chairman. The Commission met four times in 1991 and pursued its major goal of educating members of the Diocese, lay and clergy, that Alcoholism or Drug Addiction is taking its toll upon 1 out of every 10 families

in the Diocese. We mounted a concerted effort to promote the observance of Alcoholism Awareness Sunday on November 17, 1991 and with the unswerving support of the Bishop we believe that Alcoholism and Drug Addiction Awareness Sunday was a success this year. Again with the support of the Bishop and the Program Committee of the Diocese, permission was received to have a focus upon Alcoholism and Drug Addiction at this, the One Hundred Ninth Convention, which will include an address to the Convention by author and lecturer Betsy Tice White, a break-out discussion group on alcoholism and drug addiction Friday afternoon of the convention and the consideration of appropriate resolutions relating to the alcoholism and drug addiction issue.

It is the sincere hope of the Commission that the impetus of the observance of Alcoholism and Drug Awareness Sunday on November 17, 1991 and the focus upon alcoholism and drug addiction at the Convention will serve as the catalyst for a well attended (lay and clergy) seminar in the spring at Trinity Center on Alcoholism and Drug Addiction and The Need for Intervention.

Respectfully submitted,

Herbert H. Thorp

BEAUFORT COUNTY EPISCOPAL COUNCIL

To the Bishop and the One Hundred and Ninth Annual Convention of the Diocese of East Carolina:

1991 was a year of reorganization and continuing self-assessment in response to the Area Group Study and the departure of the Hyde County churches to form their own council in late 1990. The original purpose of the Council was to foster the sharing of needs for the entire Episcopal community by creating join programs, meeting pastoral needs and by participating together in local ministries. Our Council has reaffirmed that this purpose continues to be appropriate and needs not to be modified.

A number of activities highlight the successes of the Council in 1991. A pictorial brochure describing history and service schedules of member churches was completed, and 5,000 copies have been made available to the public in key areas throughout the county. Because of popularity, a reprinting will be necessary in the near future. Advertising of church schedules in the yellow pages of phone books and in local newspapers was continued throughout the year.

The Council joined Trinity and Zion churches in sponsoring a very successful Vestry and leadership workshop on April 20 at Zion Church, Washington. Ted Gartman and The Rev. Jeremiah Day provided guidance in discussions focusing on the need for leadership, evangelism, and stewardship in the community among the people.

The fifth Festival Eucharist at Bonner Point, Bath on June 16 conflicted with the ordination of The Rt. Rev. A. C. "Chip" Marble, Jr., in Mississippi but was still a highlight of our activities. We were grateful to The Rev. Jack Rivers who did the liturgical planning and to many others who worked diligently on arrangements for the service and in preparing food for the picnic that followed.

The fourth annual retreat at Trinity Center in August was a pleasant time for those of our members who could attend. There was fun in the sand and sun, and there was study and prayer through the joint clergy-leadership of The Rev. Jeremiah Day and The Rev. William Bradbury.

No programs were scheduled for the fall in order to allow maximum efforts of all our churches in their stewardship programs. However, a group was named to review the Area Group Study and to make recommendations for future planning. The following recommendations were ratified by the Council delegates.

1. Reaffirmation of the purpose as stated in the original ByLaws of the Council.

2. To hold a post-Easter conference with an outside speaker addressing matters of importance to all Episcopalians; this would become an annual "main event" of the Episcopal presence in Beaufort County.

Respectfully submitted,

Charles Duckett, M.D.

BOARD OF MANAGERS
TRINITY CENTER

To the Bishop and the One Hundred and Ninth Annual Convention of the Diocese of East Carolina:

1991 was an important year for your Diocesan Camp and Conference Center. We began the year with Mr. Channing Daniel as our Interim Director. The Search Committee, under the able leadership of Mr. Carl Ragsdale, began its work for a new director. There were 89 applications for the job and the

Committee reduce the list to 12 candidates. In May we invited 4 of these for the interview process. After careful evaluation the Committee recommended to the Board of Trinity Center that Mr. Mike Morgan be employed as the new director. Mike began his new role during the month of July.

On August 20-21 the Board and Mike held an overnight workshop. Mr. Mickey Fisher, who was a consultant durinng the various area evaluations for the Department of Mission, worked with the Board and its new director so that we might evaluate our mission statement, goals and the relationship between the Board and the manager. The mission statement is as follows:

"The mission of Trinity Center is to provide a place, primarily for the people of the Diocese of East Carolina, where Christian hospitality may be experienced and shared. So that, fed and restored, we go into the world celebrating the Good News of God in Jesus Christ."

In addition to the mission statement, the Board agreed that the Trinity logo should include the words: Sharing Christian Hospitality.

There are two exciting developments taking place at your center. The first is Elderhostel. An international organization which provides accredited learning opportunities for people over the age of 65, our center has been host to four of these events during 1991. Our experience has been so positive that we will expand to eight sessions in 1992. These events are of a week's duration and are held at times when Trinity Center is not used by our own people.

The second exciting development is the establishment of a "Barrier Island Environmental Program" for school children. With the cooperation of the school systems, this program will offer an on-sight experience and teaching about the unique environment of a barrier island. The goal of the program is to help our children understand the importance of environmental responsibility. This program will bus children into our center for an overnight learning experience. This program will be located on the camp side of our center.

The Board continues to experience frustration over the problem of cancellations. Some of our congregations will book the center for a weekend (often two years in advance) and then cancel in the last 90 days when it is impossible to sell that space to any other group. We lost over $50,000 in revenues this past year from our own people. The Board is looking for ways to help our congregations be realistic about their reservations for the use of Trinity Center. It does matter when you reserve, and then cancel.

I want to thank all the members of the Trinity Center Board for their hard work over the past year. We are beginning to

make sense of our property at Salter Path, and with the quality of work done by the staff there and by the Board, we will see our Center grow stronger in the years ahead.

Respectfully submitted,

C. Phillip Craig, Sr., Chair

CAMP TRINITY

To the Bishop and the One Hundred and Ninth Annual Convention of the Diocese of East Carolina:

Camp Trinity continues as a significant force in the lives of many in our Diocese. This is due to the dedication and energy of many people across the diocese.

The summer camping program at Trinity Center continues to serve well the needs and desires of our camping population as well as the aims and goals of the church in working with its children. This year 575 campers enjoyed the challenge of living apart from families and as part of an intentional Christian community. Their cooperation and enthusiasm bound with the dedication and commitment of the summer staff, clergy and lay volunteer make possible an environment where individuals can embrace the life changing experiences inherent in such community living.

Scholarship assistance provided through gifts and donations aided 96 of our campers to enjoy a session of camping this past year. Clergy and lay session leaders this past summer offered a variety of program themes such as sessions entitled: Wonderfully Created, I am Somebody, And it was Good, Sacraments, Seasons of the Church, God's Creation, God's Story. . . My Story, and Christian Decision Making. These themes gave direction and order to days filled otherwise with opportunities to swim, sail, canoe, play sports, enjoy the beach and share together reflective and quiet times.

Respectfully submitted,

The Rev. Russell Johnson, Chairman

CAMPUS MINISTRY AT EAST CAROLINA UNIVERSITY

To the Bishop and the One Hundred and Ninth Annual Convention of the Diocese of East Carolina:

During the 1990-91 Christmas/New Year break at ECU, Campus Ministry sponsored two of our students, Sarah Poulos and Jennifer Terrell, who attended The National Gathering. This gathering began with Episcopalians and friends of ESMHE (Episcopal Society (for) Ministry (in) Higher Education several years ago and has developed into an ecumenical gathering of campus ministers, students, faculty and friends of many denominations. They now meet every two years. The theme was CELEBRATE: MANY GIFTS - ONE SPIRIT!

The format over several days included denominational time in the mornings, and during the day many offerings of discussions singing, informal worship, study groups together attacking problems of faith and trying to focus on how working together can accomplish more for ministry than concentrating on differences. One of the outstanding happenings was a silent candlelight peace march down the streets of Louisville, Kentucky in the snow. These two young women enjoyed a fine experience. Hopefully, we can send students again next year.

Other highlights of the Spring:

Jo Ann Bell, a deacon involved in prison ministry, shared her experiences in working with prison ministry at Eastern Correctional Institution and their families and how it helped lead her in the direction of the diaconate.

When Desert Storm became a reality we talked about it at our meeting one night and decided to invite Dr. Al Matthews, a member of our parish and Vice-Chancellor for Student Life on campus to facilitate a second mission. He enabled an excellent discussion to take place whereby students were able to express themselves freely - no matter where stood on the issue of war. A supportive community and facilitor were "key" in this situation.

The Diocesan Convention was the subject of several meetings. Jo Leichte was elected as our college delegate; Sam Nicholson was our alternate. Five students attended with us and assisted the Elections Committee of the convention. We all enjoyed the "Mardi Gras" evening after a long day on the floor!

At our Spring Retreat to Trinity Center fourteen students and adults gathered to explore Peace. Our theme had two thrusts:

- individual peace and peace with one another.
- peace with and for the sake of the environment.

It was the perfect setting for this theme. We explored other world religons' writings on peace and the environment and ended our weekend with Eucharist.

In the Fall semester of 1991 we began the new school year with group building games and general conversation programs to help integrate new students; discussed the aids programs on campus; had a student Habitat for Humanity worker in as guest speaker; scheduled a Saturday together to work on Greenville Habitat project - promptly got rained out and designated our service offerings to them instead.

We ended the semester with our "Make-believe" Christmas party before exams.

Respectfully submitted,

Marty Gartman, Campus Minister
East Carolina University

DEPARTMENT OF CHRISTIAN EDUCATION

To the Bishop and the One Hundred and Ninth Annual Convention of the Diocese of East Carolina:

This past year has been one of seeking and study to determine the path Christian Education might take in the Diocese of East Carolina during the next several years. We have listened to grass-roots people around the diocese regarding their needs in this area of ministry. Out of those comments in the mid 90's.

This year we provided workshops on Adult Education and Sunday School for the "Saturday in Support of Ministry" programs held in Wilmington and Kinston.

Continuing Education for lay professionals was a major focus as we provided scholarship aid for people to attend conferences in Kanuga, Trinity Center, Atlanta and Memphis. We remain committed to the necessity to provide this type of support to the people of our diocesan family.

A subscription to the Episcopal Teacher for every parish in the diocese was funded. This resource of the Center for the Ministry of Teaching at Virginia Theological Seminary is an excellent aid, especially for smaller congregations. We are looking forward expectantly to 1992 as a year of moving forward on our journey with Christ.

Respectfully submitted,

Elizabeth Martin, Chair

CHRISTIAN SOCIAL MINISTRIES

To the Bishop and the One Hundred and Ninth Annual Convention of the Diocese of East Carolina:

Activities of CSM during 1991 include:

1. EPISCOPAL FARMWORKER MINISTRY: Support of EFM and the Joint Committee with the Diocese of North Carolina continued. The Migrant Head Start program began operation in June in the daycare center. The program immediately reached capacity. Much has been done to find effective personnel and to follow federal guidelines. From the separate Episcopal Farmworker Ministry office, Amy Trester continues to help farmworkers in times of crisis and to advocate for them before the public and government.

2. RACISM: The Committee on Racism (The Rev. Walter Welsh, Chair) continued its effort to sponsor conferences on racism within the diocese. Dr. Dudley Flood has committed to lead one in Fayetteville during the spring of 1992. In addition, the committee has gathered educational materials for use in parishes who want to end racism and build bridges with different cultural groups. The Committee placed the study course, CREATING A NEW COMMUNITY, in the Diocesan Resource Center.

3. TRI-DIOCESAN MEETINGS: We went representatives to two meetings of social ministry groups from the three NC dioceses. These gatherings provide us with needed information and resources and have helped us to work together in conference and ministry planning.

4. HUMAN SEXUALITY: The Human Sexuality Committee began meeting in March. Ms. Linda Alkove accepted the role of Convenor and in September the Committee adopted the following statement of a three year mission:
We believe that God has given sexuality to us a one of the richest gifts of creation, and we believe it is a privilege of Baptism to "seek and serve Christ in all persons." (BCP, p. 305). Therefore, we commit for three years to be a learning, teaching community which:
--gives voice to our differences in sexual beliefs, experience, and orientation;
--informs ourselves of the theologies and ethics available concerning sexual issues; and pursues opportunities to lead and equip parishes to do the same.

Our hope is that through these actions we as a diocese may deepen the bonds among us and fulfill the mandate of the 1991 General Convention to further our mission of healing "to restore all people to unity with God and each other in Christ." (BCP, p. 855).

5. INTERNATIONAL: CSM sought avenues to encourage individuals and groups to serve in ministry in the international arena. Through the efforts of Josie Hookway of Bath two places emerged for our support a district in Haiti and work in the West Bank through the Diocese of Jerusalem. In August the Executive Council provided its support for ministry through Holy Cross Hospital, Leogane, Haiti, and the Haiti Fund, Inc. Both projects are joint efforts of Presbyterians and Episcopalians. The hospital accepts medical supplies and missions and the Haiti Fund works in education, agriculture, reforestation, and developing local community
participation. Both are recommended as places to use our time, talent, and treasure. Josie Hookway has served teaching nurses in West Bank training hospital. CSM has helped provide textbooks and Josie has spoken to many groups about the needs of the people there.

Again, it is a place for use of our time, talent, and treasure.

We give thanks for every person in the Diocese of East Carolina will respond to God's call to reach out in charity and promote just relations within our world.

Respectfully submitted,

Robert L. Beasley, Chair

COMMISSION ON MINISTRY

To the Bishop and the One Hundred and Ninth Annual Convention of the Diocese of East Carolina:

The Commission on Ministry is composed of eight priests, four lay persons, and one deacon, appointed by the Bishop to assist him: "In determining present and future needs for ministry in the diocese; in recruiting and selecting persons for Holy Orders and in guiding and examining postulants, candidates, and deacons in training for the diaconate of the priesthood." (Title III, Canon 2, Section 2 (a), (b).

The Commission recommended these persons seeking Holy Orders during 1991:

Ordination as deacon in training toward priest:
Ernest Oliver, Frank Russ, and John Russell

Ordination as deacon:
Jo Ann Bell, R. C. West

Candidacy to priest:
Jimmy Taylor, Steve Evans

Candidacy to deacon:
Kay Swindell, Elaine Irving

Postulancy to priest:
Jim Beebe, Phillip Craig, Jr., and Sean Cavanaugh

Postulancy to deacon:
William Cameron, Jack Gladstone

Immediately before last year's Diocesan Convention, we engaged in a lively discussion on "spiritual journey and ministry" with seminarians - middlers Jimmy Taylor (VTS) and Steve Evans (Sewanee), and juniors Jeff Krantz (General) and Ben Dixon (Sewanee).

The "process" continues to include an overnight at Trinity Center. Although it does not eliminate the stress of an interview, the relaxed atmosphere of Trinity helps.

The Rev. Jim Cooke continues to offer outstanding leadership to the subcommittee on the Diaconate. The Commission is grateful for the subcommittee and the faculty of the Deacon's School in the Diocese.

A concern for persons engaged in the process has caused the Commission to recommend to our Bishop the services of The Episcopal Counseling Center located in Wilmington.

The Commission is also developing Guidelines for supply and interim priests in the Diocese.

The practice continues of meeting jointly with the Standing Committee so that adequate contact is provided for Standing Committee recommendations. As Chair, I represented the Diocese at the Province IV Commission on Ministry meeting at The Duncan Center in Florida.

The Commission values the counsel, wisdom, and humor of Bishop Sanders, and the many skills of Jane Wynne which bring much grace to our deliberations.

Respectfully submitted,

Middleton L. Wootten, Chair

CURSILLO

To the Bishop and the One Hundred and Ninth Annual Convention of the Diocese of East Carolina:

Cursillo in East Carolina has now completed its first decade, and as of December 31, 1991 there are 1540 cursillistas in this diocese.

During 1991 three Cursillo weekends were held at Trinity Center with approximately 90 people involved at each weekend. In addition, the first conference was held for renewal of those who have already attended a Cursillo weekend. One hundred and forty were in attendance at this conference that was limited in size only because of the constraints of Trinity Center.

All Episcopalians from the Diocese of East Carolina are invited to experience Cursillo and its method of working to bring other men and women to know and to love Christ, and to direct their whole life to God.

Respectfully submitted,

Walter C. Jones, Jr.
Lay Director

ECUMENICAL RELATIONS

To the Bishop and the One Hundred and Ninth Annual Convention of the Diocese of East Carolina:

The progress of the ecumenical movement has slowed down during recent years, yet in East Carolina we continue to seek to encourage the growth of trust and accurate understanding on the local level. Although general ecumenical contact is encouraged, we have emphasized the importance of closer relations with two Churches with whom we, as Episcopalians, have so much in common: the Roman Catholic Church and the Evangelical Lutheran Church in America.

This emphasis has been given practical application by the continuing series of LARC (Lutheran Anglican Roman Catholic) Conferences at Trinity Center. The conference for 1991, our sixth, was held on November 19-20. The subject was HUMAN SEXUALITY AND ECUMENICAL DIALOGUE and the keynote speaker, Lutheran Pastor Richard J. Niebanck of Maywood, New Jersey, gave a though-provoking look at the debate on sexuality now gripping all three Churches. Bishops attending this year's conference included The Rt. Rev. B. Sidney Sanders and The Rt. Rev. Huntington Williams. In all, sixty-seven clergy and lay people took part in 1991 LARC East Conference.

I attended the annual meeting of the Episcopal Ecumenical Officers and the National Workshop on Christian Unity in St. Louis during April.

In addition, I have come to the end of my second term as a member of the Executive Board of the North Carolina Council of Churches.

I am grateful for the confidence that Bishop Sanders has placed in me in continuing to ask me to serve as Ecumenical Officer for the Diocese of East Carolina. It is an honor and a privilege.

Respectfully submitted,
Robert T. Schriber

To the Bishop and the One Hundred and Ninth Annual Convention of the Diocese of East Carolina:

This has been an exciting year for the ECW because of its being a Triennial year. We were fortunate to send the maximum number of delegates to the 70th Triennial. Prior to this, we all attended a Province IV Conference at Kanuga in June, to prepare for our trip to Phoenix. In July, Mary Horton, Harriett Sutton, Ruth Woodley, and I attended the ten-day meeting in Phoenix. Also attending were Billie Craft as Province IV Chairman and Chairman of the Credentials Committee, and Nancy Broadwell as Province IV representative on the National Board of United Thank Offering. At that time, Nancy was elected to serve as Chairman of the National Board of UTO. Our diocese is proud to have produced such outstanding leadership.

At a very inspiring Celebration of the Holy Eucharist and Ingathering of the UTO, Mary Horton presented a voucher for over $39,000 from East Carolina. The most important thing about this sum of money is that it is given penny by penny, nickel by nickel, and always with a prayer of thanksgiving for God's love and mercy experienced in our daily lives. Our gift represented a multitude of prayers!

Our giving to the Church Periodical Club has increased five-fold as has our awareness of spreading the story of God's unfailing love for us through the printed word.

The 103rd annual meeting was held at St. Peter's, Washington, on May 7, 1991. The Rev. Bill Bradbury gave the sermon, and The Rev. Hilary West spoke on Creation and the Environment. It was a nostalgic moment when Bishop Sanders called upon Chip Marble to make a few remarks prior to The Rev. Mr. Marble's becoming Bishop of the Diocese of Mississippi. During the celebration of the Holy Eucharist, Bishop Sanders installed the new officers and presented Harriett Wagner a past president's cross.

The ECW Board attended an overnight meeting at Trinity Center in January. The Rev. Lucy Talbott led us through a scriptural study of Peace/Shalom.

All six districts met in the fall at four different locations, at which time our Triennial delegates shared some of their experiences from that gathering. Our district meetings provide us a time for worship, fellowship, and the sharing of ideas and visions.

It is a privilege and an inspiration to work with the Episcopal Church Women of East Carolina as they "Seek God, Share God, and Serve God," in great diversity.

Respectfully submitted,

Patti Campbell, President

COMMISSION ON EVANGELISM AND RENEWAL

To the Bishop and the One Hundred and Ninth Annual Convention of the Diocese of East Carolina:

The function of the Commission on Evangelism and Renewal is to study, make recommendations to the Bishop, and implement ways by which the Episcopal Diocese of East Carolina might be better enabled to proclaim the good news of Jesus Christ to all people.

Persons serving on the commission during 1991 were: The Rev. Robert Beasley, Mrs. Patricia Chamberlain, The Rev. Ed Dunlap, Mr. Tom Hengel, Mrs. Pat Henson, The Rev. Russell Johnson, Mrs. Jane Martin, Mrs. Jean Messner, Mrs. Ginny Shew, Mr. Don Skinner, Mr. Billy Smith, Mrs. Betsy Toomey, and Mr. Ollie Toomey.

In order to achieve the goal stated above, the commission has revised the steps outlined by the Executive Council of the Diocese several years ago to include the following:

(1) To grow 10% numerically in every parish by the end of 1992 through sharing the good news of Jesus Christ.

(2) By the end of 1991, we will have a minimum of 15 parishes involved in the current Evangelism project.

(3) By 1991, all parishes will have active, working committees on Evangelism.

(4) Recommendations for Cursillo and other conferences will be proposed in order to help participants integrate with local parishes.

(5) There will be an Evangelism/Renewal Conference each year of the Nineties.

At Diocesan Convention in 1990, three resolutions were passed on the floor, thus building on the theme of the above - first, that we endorse the Decade of Evangelism and embrace wholeheartedly the challenge inherent in proclaiming the good

news of Jesus Christ; second, that each church establish an active, working commission on evangelism; and third, that each church adopt as a goal the achievement of ten percent numeral growth by the end of 1992, and that the percentage growth realized be included in the yearly statistical summary of the Journal.

Our major thrust for 1991 has been to monitor the progress of the Springfield model for parish evangelism and church growth, the two-year project undertaken by the Diocese in 1986 which involves ten East Carolina volunteer congregations. Four new parishes: Good Shepherd, Wilmington; Holy Trinity, Hampstead; St. James, Wilmington; and St. Paul's, Greenville; have now been brought on board with this process which asks for a team in each church to work in five areas: proclamation of the gospel, new member ministry, ministry with the lapsed, parish revitalization and spiritual direction, and community ministry.

On Sunday, December 1st, 1991, we welcomed to St. Mary's, Kinston, The Right Rev. William C. Frye, for a Celebration of Faith for the Decade of Evangelism.

In 1992, the members of our commission will continue to try to offer to the Diocese a diverse number of ways by which our faith can be shared one with the other.

Respectfully submitted,

David M. Chamberlain, Chair

THE EPISCOPAL FOUNDATION OF THE DIOCESE OF EAST CAROLINA

To the Bishop and the One Hundred and Ninth Annual Convention of the Diocese of East Carolina:

One decision was made by the Board in 1991 that stands out in importance above all other activity in the pursuit of our stated purpose, namely "to hold, to manage and to invest the property of the diocese." That decision was to discontinue the service of Sterling Capital Management of Charlotte, who had managed the investment portfolio for 8 years and retain in their place Montag & Caldwell of Atlanta. Although Sterling performed well for a number of years, their investment results in recent years, especially in 1989, indicated that it was time for a change. Some 10 proposals were received and reviewed with the professional guidance and expertise of Mr. Michael Blair of Interstate/Johnson Lane. Three firms were selected to make formal presentations to the Executive Committee at a meeting held in Kinston on March 1, 1991 at

which time Montag & Caldwell was chosen effective April 1, 1991. The Executive Committee is now meeting quarterly with Mr. Grover C. Maxwell, III of that firm. At this writing, it is too early to draw any conclusions concerning the investment performance of Montag & Caldwell but we are pleased with their conservative and thoughtful approach to investing our funds and their reporting methods that keep your President and Vice-President continuously informed on investment activity. The value of the portfolio at December 31, 1991, was $4,657,069 as compared with $3,844,453 at year end in 1990.

During the year, $140,280.30 was distributed for use by the Diocese of East Carolina as follows:

Creative Christian Stewardship Grants	$70,280.30
Theological Education & Other Purposes	5,000.00
Operating Budget (Inside & Outside Giving)	65,000.30

Although $30,000 was budgeted for the Stewardship Development Office, these funds were not utilized in 1991.

As reported last year, the Foundation continues to work with the Community Developers of Beaufort-Hyde, Inc. to assist in bringing home ownership to very low income, first-time home buyers in that economically depressed area. Although no funds have yet been dispersed, a $60,000 commitment to provide construction funds for 3 homes remains in place with an additional commitment to permanent financing should that prove necessary.

In order to assist Trinity Center with its exciting environmental educational program, the Foundation has made a one year renewable loan of $25,000 to our Camp and Conference Center. This loan was made to let them get underway pending the receipt of grants from corporate foundations or other sources. This "seed money" is repayable to the Foundation as soon as Trinity finds it possible to do so.

Recognizing that the potential for liability is reasonably high when directing the management of large amounts of money, the Executive Committee requested that the Diocese protect the members of the Board of the Foundation with Officers and Directors Liability Insurance amounting to $1,000,000. This coverage became effective on September 17, 1991. Present and future board members will now be able to serve the Foundation without concern about the personal liability that goes with such service.

The work of the Foundation during 1991 was done with two Board meetings, four convened Executive Committee meetings, and one Executive Committee meeting by telephone. The President of the Foundation also attended all Diocesan Executive Council meetings in a continuing effort to continuing effort to coordinate and communicate effectively with the policy making body of the Diocese of East Carolina.

Respectfully submitted,

Channing W. Daniel, Jr.
President

HAPPENING

To the Bishop and the One Hundred and Ninth Annual Convention of the Diocese of East Carolina:

Happening ---- a weekend experience, a community of loving and caring young people, an alternative approach to decision making, a feeling, a memory, a future, grace, love, laughter, tears, joy, peace. . . Happening is a weekend retreat run by high school students within the diocese with adult support. It is designed to challenge youth to look at spiritual reality based on the love of Jesus Christ. Happening's purpose is not only to have a wonderful weekend, but to build the foundation for a life long commitment to living a life based on Christian values and beliefs. Cookie Cantwell from Wilmington serves as the Coordinator of Happening and Andy Atkinson, Wilmington, serves as Happening's Spiritual Director.

In 1991 the Diocese of East Carolina offered 2 Happening weekends at Trinity Center with 168 young people attending representing 32 parishes. In response to a growing need to reunite past Happeners and to support these Happeners on their journeys with Jesus Christ, a Growth in Christ Seminary (GIC) was held in conjunction with the Happening weekend, 77 young people from various high schools and colleges came together to enjoy this renewing event. Kay Swindell, Jacksonville, serves as the GIC Coordinator. In addition, 2 Happening Reunions were held in 1991. One was a day at Wrightsville Beach and the other reunion was an ECU Football game. 172 people attended these reunions.

Although we have a lot of fun, there was much hard work that went into designing and supporting the Happening movement. Four Happening Board meetings were held this year with 22 people serving on this board. Two staff meetings were held prior to the weekends to train, focus and build community within the upcoming staff. Approximately 40 people served on staff for each event. Serving as leaders for 1991 were

Rectors, Joe Deveau, Kinston; and Paul Ossman, New Bern; and Head Gophers, Ashley Holland, Wilmington, and Jennie DeGroote, Wilmington.

Happening is completing its 9th year of life with the Diocese of East Carolina. During this time it has been attended by 1182 people!! WOW!! That is really exciting!!!! Happening continues to hope to offer our youth an alternative to the secular solutions to the pressures and problems faced by teenagers today. Happening continues to hope to build a foundation based on Jesus Christ. It is an experience full of fellowship and fun and it is also an experience of learning, sharing, growing and loving. 1992 promises to be another wonderful year. It is truly an honor and a privilege to be involved with the Happening movement within the Diocese of East Carolina:

Respectfully submitted,

Cookie Cantwell
Happening Coordinator

KANUGA CONFERENCE CENTER

To the Bishop and the One Hundred and Ninth Annual Convention of the Diocese of East Carolina:

Kanuga Conferences will truly be the Crossroads of the Episcopal Church in 1992 when the House of Bishops meets here March 9-13, the standing committees of the worldwide Anglican Primates and the Anglican Consultative Council meet with the Inter Anglican Finance Committee April 21 - May 1, and the National Black Clergy brings 200 here in October.

In the meantime, Kanuga will offer its usual slate of conferences, Guest Periods, Camp Kanuga sessions, and will continue to host the growing number of client groups which choose Kanuga.

1991 was another good year as attendance, down slightly at mid-year, rebounded well, the Cuningham Pavilion and Ned Ball Wildlife Park were constructed, gift income topped the $4500,000 level again--a significant portion used for scholarships--and programs received strong, positive evaluations.

Camp Kanuga Session VI for homeless/abused/disadvantaged children prospered once again as 86 campers enjoyed a five-day session. Kanuga provides one-half the cost and then helps persons in the sponsoring cities to raise the balance.

Planned construction for 1992 include a storage building, enlarging and improving Balthis, moving the canteen to provide more kitchen space, and finding a suitable location for a larger bookstore.

A conference center of the Episcopal Church, yet one which is not directly owned, Kanuga has no specific diocese with direct responsibility for its financial support. It must, therefore, depend upon volunteer giving from those who are convinced of its value to the Church.

We are aware that the confidence, which prompts those gifts, must be won or must be won again each year. Accordingly, we work hard to maintain Kanuga as a place in which the Episcopal Church can take pride and which it can support with enthusiasm.

Elected to Kanuga's Board of Directors at its fall meeting was Charles vonRosenberg of St. John's Church, Fayetteville. He took office January 1, 1992, and joined Bishop Sanders as East Carolina's representatives on the board.

Respectfully submitted,

Albert S. Gooch, Jr.
President

LITURGICAL COMMISSION

To the Bishop and the One Hundred and Ninth Annual Convention of the Diocese of East Carolina:

We began our year by designing and carrying out the liturgies for the 108th Convention of the Diocese in Wilmington. A Diocesan Choir under the direction of Samuel Burke provided beautiful music for our opening liturgy.

We organized a Schola Cantorum that has rehearsed regularly and performed Evensong at several churches around the Diocese and beyond. The Schola was invited and participated in the Missa Gaia at the Cathedral of St. John the Divine in New York City in October.

We coordinated a service for the Ordination of Deacons at St. James, Wilmington on June 22. Both transitional and vocational Deacons were ordained.

The Annual Conference on Church Music was held at Trinity Center on August 23-25 with The Rev. Sue Reid, Assistant to the Bishop of the Diocese of Indianapolis, and Mr. Ben Hutto, Organist and Choir Master of Christ Church, Charlotte, serving

as leaders. The Conference was well attended and ended with a glorious Celebration of the Eucharist for Trinity Center Day.

The Chair has acted as a consultant to several churches looking at the renovation of their churches in order to create better liturgical space.

The Chair attended the annual meeting of the Association of Diocesan Liturgical and Music Commissions in Santa Barbara, CA in November.

At its November overnight meeting the Liturgical Commission planned the services for the 109th Convention and finalized plans for the Annual Conference of Church Music to be held at Trinity Center on August 28-30. Sam Batt Owens of Louisville, KY will be our leader. Trinity Center Day will be on Sunday, August 30, 1992, at 11:00 a.m.

A Parish Conference on Church Music is planned for Saturday, March 7, at St. Francis, Goldsboro.

The Liturgical Commission stands ready to help all parishes enrich their liturgical life and offers our services whenever and wherever needed.

Respectfully submitted,

The Rev. Joseph W. Cooper, Chair

DEPARTMENT OF MISSION

To the Bishop and the One Hundred and Ninth Annual Convention of the Diocese of East Carolina:

The Department of Mission began the year with hearings on the first weekend in January. Requesting and receiving financial assistance through this Department for 1991 were:

St. Christopher's, Elizabethtown
Holy Trinity, Hampstead
St. James-the-Fisherman, Shallotte
Good Shepherd, Wilmington

In addition, financial assistance was provided for part-time clergy for:

St. Mary's, Gatesville
St. Augustine's, Kinston
St. Cyprian's, New Bern

and assistance to The Rev. Jud Mayfield for his work through

Shepherd's Staff in Belhaven. Supply priests for Deacons-in-Charge at Elizabethtown and Oriental and some moving expenses in those areas were also provided. The Department is most grateful to Christ Church, New Bern and St. Peter's, Washington for grants made to the Department to enable work in two of these projects.

At Convention, the Department presented a proposal that each congregation in the Diocese submit a mission report (written form) each year. This was accepted, and the 1991 reports are being compiled by Department members, The Rev. Ken Asel and Mr. Chris Burti, and will be reported to Convention in 1992.

In April, the Department sponsored an overnight session at Trinity Center led by The Rev. Ted McEachern of ACTS to gather skilled persons from across the Diocese and send them out to various parishes as planning consultants. Areas addressed by this group were parishes at-risk and in-transition, and those for whom a mentoring situation would enhance their well being. At the six-month follow-up in November, it was concluded that this was a worthwhile program with many positive possibilities. It will be continued and expanded under the auspices of Diocesan Staff.

In May, the Department again sponsored the Parish Planning Conference (formerly the Small Parish Planning Conference) coordinated by The Rev. Richard Warner and The Rev. Bill Coolidge. This year was the most successful ever for this work, and their six-month follow-up in October underlined that success. This conference and the Stewardship Workshop in the spring is required of all parishes receiving aid through the Department. Also that month, the Department co-sponsored the Carolinas/Virginia Small Church Conference at Trinity Center. This is an excellent opportunity for sharing of ideas and visions, but, again, our Diocese had the smallest number of participants.

In the summer, work with Church of the Servant, Wilmington to address a financial situation in their parish family was begun by The Rev. Bob Hobgood, a member of this Department and their appointed planning consultant. Follow-up work was addressed by a task force from the Department and the Bishop, and it is most gratifying to report that a successful conclusion was attained by that parish family.

In November, the Department met with the Coalition of Black Episcopalians at their regular meeting being held at St. Anne's, Jacksonville, as part of the follow-up with groups on the area studies. These eight congregations with such rich history, and the strengthening of theme, has been a concern of the Department. Monies has been set aside for three (3) years ($23,700 total) in the hope that a Black staff person should be hired, but budget constraints have made that impossible. At the end of 1991, two of these congregations' pulpits are

only filled by supply priests, and this remains a concern.

The Department also held regularly scheduled meetings in March, May, September and December, and again had liaison visitations to each of the aided parishes. Members serving through Department work during 1991 were: Carolyn Duckett, Chair; The Rev. Ken Asel, Chris Burti, The Rev. Bonnie Clarke, Harry Douglas, The Rev. Bob Hobgood, Jane Martin, The Rev. King McGlaughon, Bill Morris, and Norma Van Veld.

Respectfully submitted,

Carolyn G. Duckett, Chair

NEW BEGINNINGS

To the Bishop and the One Hundred and Ninth Annual Convention of the Diocese of East Carolina:

A new Board of Directors was appointed for the program in 1991. This board met twice during the year. It worked effectively to review the program, make staffing recommendation, and elect youth to key leadership positions.

New Beginnings #7 was held March 8-10, 1991 at Trinity Center. The Rev. Jeremiah Day of Chocowinity, served as Spiritual Director; Patrick Cantwell of Wilmington, served as the youth Program Coordinator; and Christopher Leonard of Wilmington, served as the youth Prayer/Share/Care Coordinator (PSC - materials team). 27 staff and 42 youth participants (full conference participation) attended this event.

Jamie Tyndall of Kinston, worked hard as Assistant Coordinator for this program to develop successfully the role of the PSC support team. Many thanks are also offered to the dedicated adult advisors and youth who worked so well to recruit participants. As always, special thanks goes to the participants. I am continually impressed by how much the staff and participants really care about each other.

Through the power of our Lord Jesus Christ, the many dedicated youth and adults in the New Beginnings program are making a difference; we encourage you to share in the walk these young people are taking in our lives together with Jesus.

Respectfully submitted,

Powell Bland
Coordinator

PLANNING, DESIGN AND CONSTRUCTION

To the Bishop and the One Hundred and Ninth Annual Convention of the Diocese of East Carolina:

Growth of existing parishes and establishment of new ones continue to give us a mixture of gladness and frustration, opportunity and concern. Expansion of St. James-the-Fisherman, Shallotte, and the new church for Holy Trinity, Hampstead are examples.

PDC has reviewed proposed plans for those two congregations and has over the last few years discussed similar situations at several others.

With this in mind, PDC will offer the third workshop to discuss church buildings and planning. You are invited to be with us at Trinity Center February 21st, 22nd. More information will be available soon.

Respectfully submitted,

John R. Jefferies, Chair

STANDING COMMITTEE

To the Bishop and the One Hundred and Ninth Annual Convention of the Diocese of East Carolina:

I. Consent for the election of Bishops was granted to the following Diocese:
   A. Diocese of Forth Worth, a Bishop Coadjutor

II. Consent was given to consecrate the following Priests to Bishop:
   A. The Rev. Peter Hess Beckwith to be Bishop of Springfield
   B. The Rev. Martin De Jesus Barahona Pascasio to be Bishop of El Salvador
   C. The Rev. Robert Gould Tharp to be Bishop Coadjutor of East Tennessee
   D. The Rev. Canon Jerry Alban Lamb to be Bishop Coadjutor of Northern California

E. The Rev. Alfred Clark Marble, Jr., to be Bishop Coadjutor of Mississippi

III. Approved for Ordination to the Diaconate (Vocational):
A. R. C. West
B. Jo Ann Bell
C. Kay Swindell
D. Elaine Irving

IV. Approved for Ordination to the Diaconate (Transitional):
A. Frank Russ
B. John Russell
C. Ernest R. Oliver

V. Consent was given to shorten the time of the Diaconate for the following persons:
A. Ernest R. Oliver, Curate at Trinity Church, Wheaton, Illinois from one year to six months
B. The Rev. Frank Russ, Deacon-in-Charge of St. Christopher's, Elizabethtown
C. The Rev. John Russell, Deacon-in-Charge of St. Thomas, Oriental

VI. Approved the recommendation of the Diocesan Convention Committee hold the 109th Annual Diocesan Convention in Fayetteville on February 6-8, 1992.

Respectfully submitted,

The Rev. Josh MacKenzie
President

STEWARDSHIP

To the Bishop and the One Hundred and Ninth Annual Convention of the Diocese of East Carolina:

Stewardship is a never ending process between a person and God. We are entrusted with great amounts of all the worldly goods by God and called to be good stewards. God, at the same time, continues to present to us opportunities to be about his work. We have ample amounts of resources to do those things that he calls us to do. The challenge comes from our willingness to give of our resource to meet the challenges. 1991 has been a year that when we started we knew that we must stretch beyond anything that we had done before if we were to meet our responsibilities. As I write this, I don't know what our response has been but I will guess that we will fall short. Not because God hasn't done his part but that we haven't done ours.

There are just too many excuses. This year it is the recession and what was or wasn't done at the National Convention. My prayer is that some day we will take seriously the fact that Stewardship is the main work of the Church.

The Bishop again asked every Church to conduct an every member canvass. The Stewardship Committee once again conducted a one day workshop to prepare canvassers to be effective callers. The workshop was held in New Bern with 90 people representing 45 churches in attendance. We thought the meeting was effective. The problem was, as usual, 20 or 25 churches had no one there.

We held area meetings in the fall at six different locations. Over 350 people attended these meetings and the reports have been that they were the most effective area meetings we have ever presented. We tried at this meeting to discuss the "us and them" problem that the Diocese is one thing and we at the parish level another. We must realize that we are all one - one part of the body of Christ.

We participated in the Super Saturday Workshops in Wilmington and Kinston. We feel that this type of workshop is a real opportunity for the local parish but we have had mixed results of success at the two meetings. We wait to see if more are scheduled.

My thanks to all the members of the Stewardship Committee for their work this past year. My special thanks to Dick Barber and Carl Ragsdale for their help with the Super Saturdays and to Nancy Broadwell, Ham Fuller, and Russell Johnson for their work with the area meetings.

Respectfully submitted,

J. Clarence Leary, Jr.

THOMPSON CHILDREN'S HOME

To the Bishop and the One Hundred and Ninth Annual Convention of the Diocese of East Carolina:

This past has been an especially exciting and rewarding one for Thompson and the children we serve here. We are seeing and treating more children since increasing the capacity on our Charlotte campus and at our Goldsboro Group Home by approximately 25 percent. Program improvements and better staff utilization allow us to offer more opportunities for our children without additional costs.

Exciting new opportunities to serve children are the result of work done by our Long Range Planning Committee over the past eighteen months. As we begin the last decade of this millennium and look forward to the next, the opportunities for service to children and their families will be limited only by the resources that we can marshall.

The high points of this past year include:

Chaplain

The most exciting and important addition to our program this past year is the hiring of Dick Silbereis as chaplain. Our treatment program does an excellent job in addressing the emotional, psychological, educational, and physical deficiencies and difficulties of the children. With our new chaplain we are now in a position to bring that some attention and ministering to their spiritual needs. Most, if not all, of the children who comes into treatment are in a spiritual desert. They have little if any understanding of God and the spiritual side of their nature. If the children are ever to be healed in the true and full sense of that word, they must be able to forgive - forgive themselves as victims and forgive their abusers. Without forgiveness, there will never be complete healing. One of the major focuses of our chaplain will be to address this issue in the children's lives. dick is also an accomplished musician, has the children excited about singing, and before too long we may see a Thompson Choir. It is an exciting time and a delight to be in the building when the children are having class to hear them laugh and sing with Dick. Our new Chaplain is a real blessing to all of us.

Residential Treatment Program

Our program in Charlotte has expanded its recreation and education activities. We have after school recreational activities for both individual children and groups, the newest being two boys and girls soccer teams composed of the younger and older children. It was a joy on Saturdays to come and see not only our team playing but 150-200 parents cheering. That kind of exposure is good for our children and Thompson. Another exciting outcome of our educational program is the number of our children that have progressed well enough to go to public school. We children that have progressed well enough to go to public school. We currently have five children in public school who are doing very well.

Long Range Planning

Our Long Range Planning Committee has been at work for a year and a half determining what it is Thompson should be doing as we look at the 90's ad into the next millennium. After much study and work by a number of subcommittees, five

points emerged. First, there is a real need for us to continue our residential treatment program. In a forum with our major users, that message came to us very loud and clear. We offer an irreplacable service for the children of North Carolina with what we are now doing.

As we looked beyond our current programs, our long range growth planning focused on two approaches: prevention and a continuum of care. From the perspective of prevention, we hope to develop and build an early childhood center for children at risk in downtown Charlotte on part of what is now the Pearl Street Park. We are currently negotiating with the city concerning the availability of the property. Our early childhood/daycare center would accommodate up to 180 children on a single shift, with perhaps 90 children cared for during a second shift if required.

From a continuum of care perspective there is a real need for an additional group homes identical to our Goldsboro Home. We investigated a number of locations, visited with a number of Department of Social Services throughout the state, and are actively pursuing plans to open a group home for boys in western North Carolina, hopefully in the Asheville-Hendersonville area. The need has been substantiated by the departments of Mental Health and Social Services and representatives from the Diocese of western North Carolina.

Again, considering a continuum, our third proposal is to reestablish our own foster family care network. Some of you who have had a long history with Thompson will remember that we had foster homes in the late 1970's and early 1980's. These new foster homes would be not only for our own children who leave treatment but for other children as well. We would recruit, train, and educate foster parents who would be part of the Thompson organization. We could very carefully screen both families and children and work with them closely on a continuing basis.

The final recommendation from the Long Range Planning Committee involves group homes for the mentally retarded. Our Respite Care Program for the mentally retarded is not so much the availability of funds to build the home but the long range commitment to manage them. We would supply the management expertise and commitment for these homes.

Goldsboro Group Home

Our Goldsboro Group Home is filled to capacity and is operating very well. Marty Gilpatrick, our director, and his staff have done an extraordinary job. We have some exciting stories of young men who have found a place that cares for them and who as a result are blossoming; better grades in school, participation in all sorts of community and school events, a real opportunity for these boys to grow up to be

productive young men.

Respite Care Program

Our Respite Care Program is filled and doing very well. There are 35 individuals enrolled in it, with seven attending each weekend. The participants come on Friday afternoon and stay until Sunday afternoon. Respite is offered to their caregivers while they have the opportunity to enjoy themselves with their friends, and increase their peer group and socialization skills.

After School Program

Our After School Program continues its exciting ministry to children in our community as does the Summer Day Camp Program. At a recent meeting of the parents they voiced their appreciation of the quality of the program, how much their children enjoyed the program, and how appreciative they were that we offered such a service to the community. In the After School Program our vans pick up the children at a number of schools, although the school bus does bring some of the children to our campus. We have an organized program for these children throughout the afternoon. In the summer the program expands to become a full Day Camp Program. We served approximately 60 children per week this past summer. The Day Camp Program has both a five day session and a three day session allowing parents to choose the schedule that best fits their needs. As a result, our program was filled to overflowing the entire summer.

Volunteer Activities

We love volunteers ad offer a world of service opportunities to them; the Carolina Mall opening, a golf tournament, helping as a special friend or visiting resource for one of our children. Our volunteer services, under the direction of Gay Morgan, make a major impact on the children's lives. It is a real opportunity for service if you or your church are interested.

Budget

All of the above costs money and our budget for the 1991-1992 is a $1,915,000. We finished last year with expenses slightly under budget and revenues somewhat ahead of expenses. We do everything we can to make sure these dollars are used to the benefit of the children entrusted to our care.

Respectfully submitted,

William Moore

YOUTH COMMISSION

To the Bishop and the One Hundred and Ninth Annual Convention of the Diocese of East Carolina:

In every respect the diocesan youth program continued to meet or exceed expectations and goals which the Youth Ministries Task Force set for 1991. Numbers of participants for the two New Beginnings weekends, the two Happening weekends, the Senior Diocesan Youth Event, the Junior Diocesan Youth Event, Winterlight at Kanuga, and the Youth Convention exceeded last year's record numbers. The Adults Who Work With Youth Conference this fall was smaller than expected but was received very well and enthusiastically by the participants. Overall, the youth program is healthy, vibrant, and focused in its mission to meet the spiritual needs of teenagers in our diocese and to provide opportunities for our youth to encounter our Lord Jesus in a real and meaningful way.

Much of the success for this program goes to our Youth Coordinator, Carol Taylor, and to a core of very committed adults who understand their ministry is to work with youth through the diocesan program. Much gratitude goes to the following persons for work well done and faithfully undertaken:

The Rev. Robert Alves--Priest Advisor
The Rev. Scotty Brock--Priest Advisor
The Rev. Andy Atkinson--Happening Spiritual Advisor
Powell Bland--New Beginnings Coordinator
Jamie Tyndall--New Beginnings Prayer-Share-Care Coordinator
Cookie Cantwell--Happening Coordinator
Kay Swindell--Growth-in-Christ Happening Coordinator
Holly Mason--Senior Diocesan Youth Event Coordinator
Missie Harrell--Adults Who Work With Youth Event Coordinators
Susan and Rhys Kear--Junior Diocesan Youth Event Coordinators
Missie Harrell and Patsy McPherson--Youth Convention Coordinators

The Youth Commission, composed of elected youth and adults from around the diocese, has worked enthusiastically to design and implement our diocesan events as well as to plan and vision youth ministry in our diocese. Their gifts of time and talent have paid rich dividends in the continuing success and growth of the diocesan youth program.

East Carolina's youth program has received recognition from the larger church for its inovative programming and excellent leadership. Accordingly, Cookie Cantwell was selected to serve on the design team for the next triennial national youth event. Also, Lydia Clutter, one of our teenagers on the youth commission, has served as a Province IV youth representative for our diocese for the past year. East Carolina continues to

provide leadership at Kanuga's Winterlight Conference for the past two years.

After 10 years serving as Chairman of the Youth in East Carolina I have decided to step dow from this ministry. Working with the youth and adults of our diocese in this ministry has been a source of great joy for me and I shall remember this past decade of work with our youth with tremendous affection.

Respectfully submitted,

Christopher P. Mason, Chair

SAINT AUGUSTINE'S COLLEGE

To the Bishop and the One Hundred and Ninth Annual Convention of the Diocese of East Carolina:

The program of the Saint Augustine's College Chapel is designed to help build institutional and religious support for education. It explores issues that require interpretation to faculty-staff and offers meaning to students. Activities are planned which have included the diversified student population of representation from 20 states ad 14 foreign countries. A major focus of this year's program has been the observance of 125 years of Saint Augustine's College and 25 years of presidential leadership. All students are encouraged to participate in the various chapel activities, which constitute its program. A flexible, but realistic agenda provides an opportunity for individuals of common interests to meet and work together in Sunday worship services, vespers, social events and recreation. The chapel addresses a challenge to Saint Augustine's College as part of higher education and enhances quality of the learning-living atmosphere.

The activities for calendar year 1991 have included special noonday services on Wednesday for faculty-staff and student participation, a mentoring program, seminars on AIDS and drug abuse, projects sponsored by the Episcopal Churchwomen and Laymen's League of the college, the Pre-theological Club ad induction ceremonies for Alpha Kappa Mu and Alpa Chi, two honor societies. During orientation Week, newly-admitted students were convened at get acquainted activities where fellowship gestures were extended.

As a designated historic site of the Oakwood section of Raleigh, the chapel is visited often by tourists who come to Raleigh and the campus. The chapel was built by students in 1895, the year when the cornerstone was laid. The first service was held in the structure and daily services began on

Quinquagesima Sunday in 1896. The chapel maintains both a font and pool for the rite of baptismal. The altar rail, a memorial tribute to Bishop Phillips Brooks of Massachusetts, is another architecture feature of this edifice that was built in 1893. The bishop's chair was placed in the sanctuary as a memorial to the consecration of the Right Reverend Henry Beard Delany, who was the first black bishop that was graduated from Saint Augustine's College and the only black Episcopal bishop from North Carolina.

Respectfully submitted,
Prezell R. Robinson, President

SAINT MARY'S COLLEGE

To the Bishop and the One Hundred and Ninth Annual Convention of the Diocese of East Carolina:

The 1991-92 academic year opened with special enthusiasm, as students, faculty and staff began our sesquicentennial year. Several events within our yearly calendar give special recognition to the people and occasions which have brought us to our 150th year.

Since the founding of Saint Mary's in 1842, many things have changed in women's lives. Educated women have made many changes in their communities, their churches, their families, and increasingly, in the global family.

Study after study shows that the skills and self-confidence which produce such effective women are uniquely nurtured at women's colleges. Women who are currently recognized as exceptional decision-makers and committed co-workers are overwhelmingly graduates of women's colleges. Women's colleges provide benefits to women, and to our society. Research has validated Aldert Smedes' vision of the advantage of a "thorough and elegant education" for women.

As the number of women's colleges shrinks--from nearly 300 in 1965 to fewer than 100 today--Saint Mary's remains committed to providing a liberal arts education for women. We continue to see the benefits such a community provides. Churches in the diocese see it, school boards see it, volunteer groups see it. We hope you see this advantage too, and will continue to send young women to Saint Mary's.

The traditions which have made Saint Mary's strong for 150 years remain. Our excellent faculty, with its primary commitment to teaching, provides guidance and support outside the classroom as well. Our student leaders evoke our praise and support for their efforts. Community outreach programs draw student volunteers and develop their leadership. It's a

historic and exciting year for us, and we hope you will rejoice with us.

Respectfully submitted,

Janet C. Watrous
Chaplain

PROPOSED CANONICAL
CHANGE #1

CANON 26 - OF THE CHURCH PENSION FUND

Add to Canon 26, Section 7, as follows:

That all Parishes, Missions, and other ecclesiastical organizations or bodies subject to the authority of this Church, and any other societies, organizations, or bodies in the Church which under the regulations of the Church Pension Fund have elected or shall elect to come into the pension system, shall provide all lay employees who work a minimum of 1,000 hours annually retirement benefits through participation in the Episcopal Church Lay Employees Retirement Plan (ECLERP) or in an equivalent plan, the provisions of which are at least equal to those of ECLERP. Such participation shall commence no later than January 1, 1993. At its commencement, if the plan is a defined benefit plan, the employer contribution shall be not less than 9 percent of the employee's salary; if the plan is a defined contribution plan, the employer shall contribute not less than 5 percent and agree to "match" employee contributions of up to another 4 percent;

That the employer may impose a minimum age of 21 years and a minimum employment period not to exceed one year of continuous employment before an employee would be eligible to participate; and

That the Trustees of The Church Pension Fund shall have authority to increase or decrease the contribution percentages required for the lay pension plan.

PROPOSED CANONICAL CHANGE #2

CANON 15 - OF THE VESTRY

Delete Section 1, which reads as follows:

Section 1. In every Parish there shall be an Annual Election upon the Monday after the first Sunday in Advent, or on such day thereafter as the Rector and Vestry may appoint, of a Vestry consisting of not less than three and not more than twelve members, who shall be communicants of 16 years of age or older and in good standing. The members of the Vestry thus elected shall continue in office until their successors are chosen. Provided, however, that any Parish may, with the approval of the congregation, elect not more than one-third of the members of the Vestry to serve for a period of two years and not more than one-third of such members to serve for a period of three years, and the members so elected shall serve for the term indicated and until their successors are duly elected and qualified. Any such Parish may provide that no retiring members of its Vestry shall be eligible for re-election until there shall have elapsed a period of one year. Those qualified to handle the office of Vestry person shall be as follows: Any communicant of the Parish in good standing, and who is not less than sixteen years of age and regular participant in the public worship of the Church.

Add Section 1 and 2 as follows and renumber the Subsequent sections to flow numerically:

Section 1. Parish Meetings. (a) Annual Meeting. An annual meeting of the members qualified to vote in a parish shall be held on the first Monday in Advent unless the Vestry of the Parish designates some other date for the required annual meeting.

(b) Other Parish Meetings. Upon the call of the Vestry, a meeting of the members qualified to vote in a parish may be held at any time, provided that notice of at least one week has been given.

(c) Persons Qualified to Vote in Parish Meetings. An enrolled confirmed adult communicant in good standing in this Church may vote when present at any meeting of that parish, in accordance with the provisions of Article XIV of the Constitution of this Diocese.

(d) By-Laws. For the orderly conduct of parish meetings, for the adoption of a rotating vestry system as authorized by Section 2 of this canon, and for the election of members of the vestry, by-laws not inconsistent with the Constitution and Canons of the Diocese may be adopted by any parish meeting.

(e) Voting. Motions, resolutions, elections, and all other matters presented to a parish meeting for vote shall be decided by a majority of the qualified members present and voting.

Section 2. Vestries. (a) Size and Composition. A vestry shall be composed of not fewer than (3) three or more than (12) twelve members of the parish who are confirmed communicants of the Parish in good standing, (i.e., faithful in worship, working,praying and giving through the local church for the spread of the kingdom of God.) and who are not less than sixteen years of age and are regular participants in the public worship of the Church.

(b) Vestry Plan One. At each annual parish meeting a vestry shall be elected who shall hold office until the next annual parish meeting or until their successors are duly elected.

(c) Vestry Plan Two. As an alternative to Vestry Plan One, a parish may adopt a rotating vestry system. At the first election following the adoption of a rotating system, which shall be held at the annual parish meeting, one-third of the members of the vestry are elected to serve one year, one-third for two years, and one-third for three years. Thereafter, at the annual parish meeting, one-third of the vestry shall be elected from among those who have not served on the vestry during the past year, except that those appointed during the past year to fill unexpired terms of one year or less may, under provisions of parish by-laws, be made eligible for election to a full term, and the terms of those so elected shall be for three years. A parish may include in its rotating system a provision that no retiring member of the vestry shall be eligible for re-election until a period of one year has elapsed following expiration of that person's term on the vestry.

(d) Vestry Plan Three. As an alternate to Vestry Plans One and Two, a parish may adopt a two-year rotating system, as follows: At the first election after such a system is adopted, one-half of the members of the vestry shall be elected for one year and one-half for two years. Thereafter, at the annual meeting, one-half of the vestry shall be elected from among those who have not served on the vestry during the past year, and the terms of those so elected shall be for two years. Persons appointed during the past year to fill unexpired terms of one year or less under provisions of parish by-laws, may be made eligible for election for a full term, and the terms of those so elected shall be for two years. Should a parish vote to change the Vestry Plan Two to Vestry Plan Three, the change shall be effected by electing for two-year terms those who are to take the place of persons whose terms of office had been three years. A parish may include in its rotating vestry system a provision that

no retiring member of the vestry shall be eligible for re-election until a period of one year, has elapsed following the expiration of that person's term on the vestry.

(e) By-Laws. For the orderly conduct of its meeting and other business, a vestry may adopt by-laws not inconsistent with the Constitution and Canons of the Diocese. A copy of the by-laws and each amendment thereto adopted by each parish, certified by the secretary, shall be filed within 30 days thereafter with the Ecclesiastical Authority of the Diocese for approval. The Ecclesiastical Authority may, with the advice and consent of the Standing Committee, disapprove any by-law which is inconsistent with the Constitution or Canons of the Diocese or of the General Convention of the Protestant Episcopal Church.

RESOLUTION

WHEREAS, the Diocese of East Carolina, being at the center of tobacco country, has within it many people who depend for their livelihood on tobacco; and

WHEREAS, the use of tobacco products in the US has declined in recent years as the public has become more aware of mortalilty and morbidity rates caused by their use; and

WHEREAS, tobacco production in North Carolina has continued to increase as cigarette exports increased to the Third World, where restraints on tobacco sales and advertising which exist in the US do not apply; and

WHEREAS, as Christians, we face an ethical dilemma of supporting a major sector of our economy or opposing a product which, when used as intended, inevitably causes illness or premature death for many, if not most, of its users;

THEREFORE BE IT RESOLVED, that the Bishop of the Diocese of East Carolina establish a Diocesan Study Group to consider and propose strategies to oppose increased tobacco exports, reduce consumption of tobacco products world wide, and develop proposals for alternative agricultural products, and to report annually on its progress.

Respectfully submitted,

Col. W. Douglas MacMillan
Saint John's Episcopal Church
Fayetteville, North Carolina

RESOLUTION ON PARISH STANDING COMMITTEE ON ALCOHOLISM AND DRUG ADDICTION

WHEREAS, Alcoholism and Drug Addiction has become the number one health problem in the United States and thus affects many members of the Episcopal Church; and

WHEREAS, this disease is spiritual in nature as well as physical and mental, and adversely affects the overall health and effectiveness of Parish life; and

WHEREAS, there is treatment for this disease and after treatment a recovering person can lead a changed life and become healthy again; and

WHEREAS, many members of the Episcopal Church are uninformed about alcoholism and drug addiction and the availability of treatment therefore; and

WHEREAS, the Episcopal Church nationally is already on record as committed to the support of those suffering from chemical dependency and to raise the collective church consciousness regarding alcohol and drug abuse.

THEREFORE, BE IT RESOLVED, that each Parish Vestry in the Diocese of East Carolina shall appoint at vestry level a Standing Committee on Alcoholism and Drug Addiction, and that this committee shall be responsible for raising the level of Parish consciousness through the use of christian education programs, pastoral care programs and such other resources as may be available.

Respectfully submitted,

Herbert H. Thorp, Chairman
Commission on Alcoholism and
Drug Addiction
Diocese of East Carolina

RESOLUTION ON INTERVENTION AND EMPLOYEE ASSISTANCE PROGRAMS

WHEREAS, alcoholism and drug dependency have been identified for a long time as chronic, progressive, usually fatal diseases which affect the body, mind and spirit of the victim; and

WHEREAS, the Commission on Alcoholism and Drug Addiction seeks to answer our Lord's call to a healing ministry; and

WHEREAS, the House of Bishops at the Sixty-Ninth General Convention of 1988 has gone on record as supporting an employee assistance program for staff and clergy suffering from the disease of alcoholism or drug addiction.

THEREFORE, BE IT RESOLVED, that this One Hundred and Ninth Convention of the Diocese of East Carolina adopt the following policy on intervention and treatment of alcohol or drug dependency among lay employees of the Diocese and members of the clergy:

1. The Bishop shall inform all clergy and lay employees of the Diocese of his policy to intervene pastorally in any case where addictive disease is identified.
2. The Bishop may respond to alcohol/drug dependency as to any other treatable disease of the body, mind, or spirit.
3. The Diocese through this policy seeks to remove all barriers to acknowledgement of the disease and shall support employment as a powerful tool in recovery.
4. The Diocesan Health Plan shall include coverage of in-patient as well as out-patient treatment.
5. The Bishop shall use personal or professional intervention techniques with trained leaders to confront the disease of alcohol/drug dependency when it has been identified.
6. When intervention results in treatment the process may include such services as medical detoxification, residential treatment, out-patient visits, Alcoholics Anonymous, Narcotics Anonymous, Cocaine Anonymous and/or psychological and spiritual counseling. Family members will be invited to participate in the treatment process.
7. The Bishop shall not support the continued employment or ministerial function of persons who insist on practicing their addiction(s).
8. Families shall be referred to such existing support groups as Al-Anon , Adult Children of Alcoholics, Ala-teen, Nar-Anon and other twelve step programs as well as appropriate family counseling or mental health services.

9. The Bishop and Executive Council be directed to study the establishment of an EAP for the clergy and lay employees of the diocese and report this study to the 110th convention.

Respectfully submitted,

Herbert H. Thorp, Chairman
Alcoholism & Drug Addiction Committee

RESOLUTION REGARDING THE 110TH ANNUAL CONVENTION OF THE DIOCESE AND THE ISSUE OF RACISM

WHEREAS, the Church is called to proclaim the Good News of Jesus Christ," and

WHEREAS, Holy Scripture describes the Church as "The Body of Christ," and the Body of Christ is comprised of people of every tongue, race, and nationality; and

WHEREAS, the Good News of Christ is for all people; and

WHEREAS, Christian love is expressed in racial harmony but ethnic and racial divisions exist among us as the people of God;

NOW, THEREFORE, BE IT RESOLVED, that the committees and officers of the Diocese are responsible for planning, preparing for and sponsoring the 110th Annual Convention of the Diocese of East Carolina, to meet in February 1993, make plans and preparation for the Diocese, gathered at that convention, to discuss and encourage sound Christian living in order to arrest the problem of ethnic and racial divisions within the Body of Christ.

Respectfully submitted,

Committee on Racism
Diocese of East Carolina

RESOLUTION

TO AFFIRM BIBLICAL AND TRADITIONAL

SEXUAL ETHICS OF EPISCOPAL CHURCH

Whereas our culture is abandoning the Christian undertaking of lifelong, monogamous marriage as the only god-given place to engage in sexual relations,

And whereas the forsaking of this Christian understanding of marriage and sexual relations has produced the fruit of promiscuity, disease, divorce and children born out of wedlock,

(STATISTICS - A survey of health habits among 11,631 high schoolers, in grades 9-12, found that 54% said they have had sexual intercourse according to the National Centers for Disease Control (reported by the Associated Press in the News and Observer January 4, 1992.)

And whereas the church is called by the Lord Jesus to witness to the values and behaviors of the Kingdom of God, not as those who are perfect but as those broken people who now commit themselves to the power of our Lord to forgive and heal.

Therefore, be it resolved that the Diocese of East Carolina meeting in this 109th Annual Convention does expect that all members of the clergy of the church having subscribed to the declaration required by Article VIII* of the Constitution shall be under obligation to abstain from sexual relations outside of holy matrimony and that all baptized members in accordance with the teachings of scripture and tradition do affirm the standard of monogamy within marriage and abstinence outside marriage.

* Article VIII requires that each person before ordination subscribe and make the following declaration:

> "I do believe the Holy Scriptures of the Old and New Testaments to be the Word of God, and to contain all things necessary to salvation; and I do solemnly engage to conform to the doctrine, discipline, and worship of the Episcopal Church."

The Rector and Vestry of Saint Peter's Church, Washington
The Rector and Vestry of Trinity Church, Chocowinity
The Rector and Vestry of Saint Stephen's Church, Goldsboro
The Rector and Associate Rector and Vestry of Saint Andrew's Church, Morehead

This resolution was tabled.

A RESOLUTION TO REDUCE THE ASSESSMENT PAID TO THE NATIONAL CHURCH BY THE DIOCESE OF EAST CAROLINA

Whereas, our heritage as Episcopalians involves a commitment to Holy Scripture, the Sacraments, the Liturgy, and to the tradition of the Church, and the leadership of the National Church has abandoned these principles by failing to hold accountable those who disregard and have disavowed those essential tenets of our faith, most notably in the ordination of homosexuals to the priesthood; and

Whereas, our national leadership has adopted political solutions to social issues rather than adopting a scripturally based position;

Now, therefore be it resolved, that the Diocese of East Carolina reduces its assessment to 4% of the Diocesan budget; and

Be it further resolved, that should this action directly result in hardship to outreach ministries supported by the national church, this Diocese will consider these requests on an ad hoc basis, by the executive committee of the Diocese and these requests paid directly to these ministries; and

Be it further resolved, that the Diocese of East Carolina will restore the assessment to the National Episcopal Church if an when the House of Bishops takes measures to stop the disregard of the essential tenets of our faith, namely, measures which stop the ordination of unrepentant homosexual persons.

Presented by the Vestry of
St. Andrew's, Morehead City

This resolution was tabled.

RESOLUTION TO ADOPT PROCEDURES FOR INTERVIEWING CANDIDATES FOR GENERAL CONVENTION DEPUTY PRIOR TO THEIR ELECTION

WHEREAS, the Episcopal Church is facing a number of highly controversial theological, moral, and church discipline issues in its corporate life, and

WHEREAS, deputies to General Convention have need of communication from as broad a base of opinions and feelings from members in the Diocese of East Carolina in order to have an understanding of the "mind" of the people of the diocese;

BE IT THEREFORE RESOLVED, that a series of public forums be held prior to General Convention for the purpose of elected diocesan deputies to General Convention to hear the opinions and feelings of members of the diocese on matters before the General Convention.

Submitted by the Rev. Christopher P. Mason and Co-Sponsored by the Vestries of St. Stephen's, Goldsboro; St. Peter's, Washington; and St. Andrew's, Morehead City.

HIV/AIDS NON-DISCRIMINATION POLICY RESOLUTION

WHEREAS, the 70th General Convention of the Episcopal Church continued to endorse the Executive Council resolution of November 1987 prohibiting discrimination on the basis of AIDS, ARC or HIV infection; recognized those Dioceses, Congregations, Schools and other Church related organizations that have adopted a similar policy; and encouraged every remaining Diocese, Congregation, School and Church related organization to adopt such a policy no later than December 15, 1992; and

WHEREAS, the 70th General Convention further called on every Diocese of this Church to establish an HIV/AIDS task force to advocate for all affected by the HIV/AIDS, virus; and

WHEREAS, the 70th General Convention further adopted the following "Ten Principles for the Workplace" as a standard by which Episcopalians will function in relationship to people with HIV/AIDS in the work place:

(1) People with HIV/AIDS are entitled to the same rights and opportunities as people with other serious or life-threatening illnesses;
(2) Employment policies must, at a minimum, comply with federal, state and local laws and regulations:
(3) Employment policies should be based on the scientific and epidemiological evidence that people with HIV/AIDS do not pose a risk of transmission of the virus to co-workers through ordinary workplace contact;
(4) The highest levels of management and union leadership should unequivocally endorse nondiscriminatory employment policies and educational programs about HIV/AIDS;
(5) Employers and unions should communicate their support of these policies to workers in simple, clear and unambiguous terms;
(6) Employers should provide employees with sensitive, accurate and up-to-date education about risk reduction in their personal lives,
(7) Employers have a duty to protect the confidentiality of employees' medical information;
(8) To prevent work disruption and rejection by co-workers of an employee with HIV/AIDS, employers and unions should undertake education for all employees before such an incident occurs and as needed thereafter;
(9) Employers should not require HIV screening as part of general pre-employment or workplace physical examination;
(10) In those special occupational settings where there may be a potential risk of exposure to HIV (for example, health care, where workers may be exposed to blood or blood products),

employers should provide specific ongoing education and training, as well as the necessary equipment, to reinforce appropriate infection control procedures and ensure that they are implemented.

BE IT THEREFORE RESOLVED, that each congregation, school and Church related organization review and discuss these "Ten Principles for the Workplace" and decide whether or not to adopt them as a standard for their respective organization, and to report their decision to the joint commission on AIDS by December 15, 1992;

BE IT FURTHER RESOLVED, that Episcopalians throughout this Diocese be asked to share these 10 principles with the management at their workplace and urge their adoption.

This 4th day of February, 1992

John T. Carter, Jr.
Chairperson, Constitution and Canons Committee

MATERNITY/PARENTAL LEAVE POLICY RESOLUTION

WHEREAS, the 68th General Convention directed the Executive Council of the National Church and urged each diocese of this Church to include a policy for Maternity/Parental Leave in conjunction with their personnel disability pay for lay and ordained employees; and

WHEREAS, this diocese, and its parishes and missions should establish a written Maternity/Parental Leave policy so as to advise all of the lay and ordained employees of its personnel policies in this regard;

BE IT THEREFORE RESOLVED, that this 109th Annual Convention of the Diocese of East Carolina directs the Executive Council on behalf of the Diocese and the Vestries on behalf of the various parishes and missions of this diocese to establish written policies in reference to Maternity/Parental Leave pay for lay and ordained employees.

Submitted this 4th day of February, 1992.

John T. Carter, Jr.
Chairperson, Constitution and Canons Committee

RESOLUTION CONCERNING MISSION STATEMENT

WHEREAS, the trials of daily living test the presence of the Holy Spirit in our lives, and

WHEREAS, with much thoughts, study, and prayer the Senior High Sunday School class of St. Paul's (Greenville) formed a mission statement that addresses these trials, and

WHEREAS, the application of this mission statement benefits not only each individual's spiritual life, but the community as a whole,

BE IT RESOLVED, that this convention shall encourage members of the Diocese of East Carolina to apply the following mission statement to their daily lives.

St. Paul's, Greenville Senior High Mission Statement: "In acknowledgement of the bond held with people throughout the world by the teachings of Jesus Christ and in a concerted daily internal search to hear the voice of God, we shall strive to incorporate principles of Christianity in our daily life and thereby evangelize through our actions, not merely our words."

Respectfully submitted,

David Webb, Delegate & Sr. High Teacher
Elaine Wootten, Youth Delegate Member

on behalf of St. Paul's, Greenville Sr. High Class

RESOLUTION OF CONSCIENCE AND CONCERN REGARDING THE KU KLUX KLAN AND NEO-NAZI ACTIVITY

WHEREAS, North Carolina and the nation have seen an increase in Ku Klux Klan (KKK) and neo-Nazi activity in recent months; and

WHEREAS, the KKK and neo-Nazi groups have a clear record of violent and intimidating acts against innocent persons; and

WHEREAS, the KKK leadership has approached school boards endeavoring to promote their ideas; and

WHEREAS, the KKK holds public rallies where racist propaganda is displayed for dissemination, firearms are worn openly, and crosses are burned on public and private property; and

WHEREAS, the actions of the KKK and the neo-Nazi groups have distorted the moral and religious values of our nation and have had and will have an adverse effect on promoting industry and economic growth; and

WHEREAS, the KKK and neo-Nazi principles and philosophy are in stark contrast to the Gospel of Jesus Christ and do not represent the views of the vast majority of the citizens of North Carolina;

THEREFORE BE IT RESOLVED, that the Episcopal Diocese of East Carolina respect the value, worth, dignity, and rights of all persons, that we oppose unequivocally the dehumanizing principles and intimidating tactics of the KKK and neo-Nazi groups; and

BE IT FURTHER RESOLVED, that we support and encourage every agency, with whom there is authority, to limit legally, control lawfully, and monitor openly all events of the KKK and neo-Nazi groups in our state in an effort to protect all citizens from intimidation and threat; and

BE IT FURTHER RESOLVED, that we urge all citizens of North Carolina who do not and will not condone violence or threats against any of our people to oppose publicly and openly the principles and activities of the KKK and neo-Nazi groups by writing letters to newspapers, speaking to public officials, and influencing members of religious, business, civic groups to do all that is possible to curb KKK and neo-Nazi activity in our state; and

BE IT FINALLY RESOLVED, that the delegates of this 109th Convention of the Episcopal Diocese of East Carolina further endorse this resolution by seeking vestry adoption of this or a similar statement, and to carry out its mandate in each local

area and to encourage persons, organizations, groups, and/or agencies in North Carolina also to go on record and state publicly that the values, philosophy, and activities of the KKK and the neo-Nazi groups are not consistent with the beliefs and values of the citizens of the Great State of North Carolina.

(This resolution was adopted by the Episcopal Diocese of North Carolina.)

RESOLUTION REGARDING EXCLUSIONARY CLUBS

WHEREAS, both Holy Scripture and our Baptismal vows ask us to "respect the dignity of all people", and

WHEREAS, there are in North Carolina country clubs that practice exclusion;

THEREFORE BE IT RESOLVED, that the 109th Convention of the Episcopal Diocese of East Carolina hereby strongly encourages all lay persons, bishops, priests, and deacons not to join any country club that is exclusionary with the respect to race, gender, sexual orientation or religious practices; and

BE IT FURTHER RESOLVED, that with regard to any lay persons, bishops, priests, and deacons who are already members of a country club that is exclusionary with respect to race, gender, sexual orientation or religious practices, the 109th Convention of the Diocese of East Carolina strongly insists such persons (1) strive to eliminate such policies or practices, and (2) in the event that such policies or practices are not eliminated resign their memberships; and

BE IT FINALLY RESOLVED, that no official or church-related groups shall hold functions at any country club which is exclusionary with respect to race, gender, sexual orientation or religious practices.

Respectfully submitted,

Jeff Douglas
Debora George

RESOLUTION REGARDING SUPPORT FOR THE REV. VIRGINIA HERRING

WHEREAS, in July, 1991, The Rev. Virginia Herring, Assistant Rector at St. Luke's, Salisbury, North Carolina, received threats from the Confederate Knights of America; and

WHEREAS, the Confederate Knights of America and the Ku Klux Klan use a telephone hate-line to promote racist messages to the citizens of North Carolina; and

WHEREAS, our Baptismal covenant affirms our commitment to strive for justice for all people,

BE IT THEREFORE RESOLVED: that the 109th convention of the Diocese of East Carolina does hereby affirm the support and commitment of the Episcopal Diocese of North Carolina in its struggle against racist attacks on all people; and

BE IT FURTHER RESOLVED, that this convention of the Diocese of East Carolina hereby joins the Diocese of North Carolina and the North Carolina Council of Churches as standing ready to assist the Rev. Virginia Herring in her lawsuit against the Ku Klux Klan.

Respectfully submitted,

Jeff Douglas
Debora George

MINISTERIAL SHARING

To the Bishop and the One Hundred and Ninth Annual Convention of the Diocese of East Carolina:

WHEREAS, many of the small congregations of the Diocese of East Carolina have no clergy assigned, are sharing a minister, or are using Supply Clergy on a part time basis;

WHEREAS, a full time minister is probably the want of all churches, it is economically unfeasible for the small congregations;

WHEREAS, the need of the Eucharist is steadfast in all Christians, especially Episcopalians;

BE IT THEREFORE RESOLVED, that if the larger churches in the Diocese would FORMALLY invite, on a scheduled basis, the smaller churches in their geographical area for a shared worship it would be beneficial to all. Perhaps these shared workships could be on a staggered basis, or at least once a month or whenever there is a fifth Sunday. This would be a religius as well as a financial benefit to the small churches at a miniscule cost to the host. This would and could be a part of the larger churches' outreach within their own Christian Home.

Respectfully submitted,

Charles D. Jones, Jr. Warden
St. Paul's, Washington

RESOLUTION

WHEREAS, Terry Waite can be an example to us of Christian engagement with a world that is often treacherous and contradictory; and

WHEREAS, Terry Waite followed his beliefs and his vision of God's will even at the risk of his life; and

WHEREAS, Terry Waite spent five years of his life a hostage in captivity;

THEREFORE BE IT RESOLVED, that this 109th Convention of the Diocese of East Carolina spend one minute in silence for each year that Terry Waite spent in captivity, asking that God show us the work He would have us to do and asking that He give us the faith to do it at the end of this session.

BE IT FURTHER RESOLVED, that a copy of this resolution be forwarded to Mr. Terry Waite.

Respectfully submitted,

Mary Cathryn Murray
St. Paul's-in-the-Pines
Fayetteville, North Carolina

RESOLUTION CONCERNING THE SECTARIAN CONFLICT IN NORTHERN IRELAND

WHEREAS, in Northern Ireland the present outbreak of sectarian violence is causing death, grief, and destruction both physically and spiritually to all the people of Northern Ireland.

BE IT RESOLVED, that we pray for peace for that troubled Province and that its people may know relief from violence and fear.

BE IT FURTHER RESOLVED, that the 109th Convention of the Diocese of East Carolina support the Primate of All Ireland, the Rev. Dr. Robin Eames in his effort to bring reconciliation and peace to their country.

Respectfully submitted,

Scott Hancox
Lisa Nance
Holy Trinity, Fayetteville

RESOLUTION ON A CELEBRATION OF AGING

WHEREAS, the mean age of our population is increasing at an unprecedented rate, resulting in dramatic increases in the number and proportion of older adults in our society, and

WHEREAS, 50% of the membership in the Episcopal Church is expected to be 50 years of age and older by the year 2000, and

WHEREAS, it is written in the Holy Scripture, "Do not ignore the discourse of your elders for they themselves learned from their fathers; they can teach you to understand and to have an answer ready in time of need." (Ecclesiasticus 8:9), and

WHEREAS, the Diocese of East Carolina recognizes that elders have particular ministries within the Episcopal Church at the national, diocesan, and local congregation levels, and

WHEREAS, congregations within this diocese are providing programs and ministries by and with elders such as adult day care, home, hospital, and nursing home visitation, transmission of Sunday sermons and Holy Eucharist to hospital and homebound, healing services and many other services, and

THEREFORE BE IT RESOLVED, that the Diocese of East Carolina support this ministry by and with elders through prayer and visible action by proclaiming the month of May as "Age in Action" month and with material provided by the Episcopal Society for Ministry on Aging or other appropriate material, celebrate the blessing our elders are to us, and

BE IT FURTHER RESOLVED, that the churches who do not have an affirmative aging advocate will appoint one by the end of 1992 who will facilitate ministry by and with elders in the congregation and who will be that congregation's link to the Commission on Aging.

Submitted this 7th day of February, 1992

Gloria Price
Chairman, Commission on Aging

RESOLUTION TO DISSOLVE THE PARISH OF ST. BARNABAS'CHURCH, MURFREESBORO, NORTH CAROLINA

WHEREAS, the Episcopal parish of St. Barnabas, in Murfreesboro, North Carolina, has existed as an organized parish in the diocese; and

WHEREAS, for the past several years, the number of communicants and others attending worship and participating in the life of the Church at St. Barnabas has dwindled; and

WHEREAS, the members of St. Barnabas' Church have consulted with the Bishop of East Carolina, and have agreed with him that the parish "does not give promise of such sufficient strength as will enable it to maintain its organization;" and

WHEREAS, the former parishioners of St. Barnabas' Church who still reside within its geographical proximity have found homes in other parishes in the Diocese, including the parish of St. Thomas' Church, Ahoskie, North Carolina;

NOW, THEREFORE, in accordance with Canon 17, section of the Canons of the Diocese of East Carolina, the 109th Annual Convention of the Diocese does hereby dissolve the parish of St. Barnabas' in Murfreesboro, North Carolina, and directs the Bishop and other officers of the diocese to take such steps as are required and allowed by the Constitution and Canons of this Diocese to dispose of the property of the parish, in all good order and with due respect for the witness of the people of St. Barnabas' Church, both past and present, to finalize the dissolution of that parish.

Respectfully submitted,
Chair, Committee on Parishes and Missions

A MEMORIAL RESOLUTION
FOR HENRY HERBERT WITTEN, JR., PRIEST
OCTOBER 2, 1937 - MARCH 17, 1991

WHEREAS, The Rev. Henry Herbert Witten, Jr., Priest of the Diocese of East Carolina, died March 17, 1991, after an active and dedicated ministry of twenty-one years, including his attainments as a graduate of Baldwin-Wallace College and the Virginia Theological Seminary with Bachelor and Master Degrees respectively and service as the Director of College Relations at St. Mary's Junior College, Raleigh, N.C. for three years and rectorships at Holy Innocents Church, Kinston, for three years and St. Christopher's Church, Havelock, for fifteen years "as an effective example in word and action. . . in building up the family of God". . . and

WHEREAS, he was a Fellow of the College of Preachers at the National Cathedral Church of St. Peter and St. Paul in Washington, D.C., and served enthusiastically on the Board of Trustees of the Episcopal Child Care Services, Charlotte, N.C. and

WHEREAS, his love for the Lord's children of all ages and his concern for their growth and nurture was exhibited in his chairmanship of the Diocesan Camps and Conferences Committee at Camp Leach on the Pamlico and was also expressed in the Camps and Conference Program of Trinity Center where he served as an organizer and leader as one who respected and celebrated the mysteries of Christ in the world, and

WHEREAS, he gladly and faithfully assumed his share in the councils of the Church as a member, as vice-president and as president of the Standing Committee of this Diocese, and served on the Stewardship Commission and on the Commission on Ministry for appointed terms, thus witnessing to the truth that from God's generosity and grace comes all that we possess as well as all service and blessing of the human family, and

WHEREAS, he cared enough for his immediate community to serve on the Board of Commissioners for the City of Havelock for eight terms and was a volunteer fireman in his township for twelve years and also found time to devote to the local Recreation Board and to organize and support the Civilian/Military Council of Havelock and did duty as the President of the Havelock/Cherry Point Ministerial Association thus forwarding human relations, and

WHEREAS, from 1982, he embraced and joyfully expressed with his characteristic booming voice and instant energy the goal of

Cursillo and its strategy and method of structuring Christian life in every environment and as of this date holds the record for service most often as a Spiritual Advisor for Cursillo weekends,

THEREFORE BE IT RESOLVED, that the One Hundred and Ninth Convention of the Diocese of East Carolina acknowledge the foregoing example of faith and service and offer prayers of thanksgiving for the life of HENRY HERBERT WITTEN, JR., who "equipped the saints for the work of ministry and the building up of Christ's Body", and

BE IT FURTHER RESOLVED, that a copy of this resolution be spread upon the minutes of convention and be given to his family, Alice Proctor Witten, Henry Herbert Witten, III, and David Carter Witten.

Respectfully submitted,

The Rev. John James Ormond
February 7, 1992
Fayetteville, NC
Diocese of East Carolina

COURTESY RESOLUTION

BE IT RESOLVED that the 109th Annual Convention of the Diocese of East Carolina expresses gratitude to our hosts, the Fayetteville area churches: St. Paul's, Clinton, St. Christopher's, Elizabethtown, St. Michael's, Fort Bragg, Christ Church, Hope Mills, Trinity Church, Lumberton, and Good Shepherd, Holy Trinity, St. John's, St. Joseph's, St. Paul's in-the-Pines, Fayetteville.

We give thanks for the gifts of music and the joy of liturgies... We are grateful to David Durkop, Convention Music Director, and the Diocesan Choir. We also express gratitude to The Rev. Joseph Cooper and the Commission on Liturgy for the opening service at St. John's Church and Choral Evensong at St. Joseph's Church. We give thanks for the work of Libba Pate, Roy Parker, Jr., Dr. Ernest Perry, Joyce Loughlin, and The Rev. Robert Alves and their committees as well as the efforts of Dr. Robert Van Veld and The Rev. King McGlaughon on the Convention Committee.

We give thanks for our Bishop Sanders, our two retired bishops, The Rt. Rev. Hunley Elebash and The Rt. Rev. Thomas Wright, and for the presence of The Most Rev. Manasses Kuria, Bishop of the Diocese of Nairobi and Archbishop of the Province of Kenya. We are grateful for Betsy Tice White and her talk on alcohol and drug abuse at Noonday Prayers and for the Hunger Luncheon at St. Joseph's Parish and The Rev. Augustine Joseph.

We as the family of Christ gathered in East Carolina are most especially thankful for Bishop Sanders and his leadership that has given us so much to celebrate. May we all continue to "strive for justice and peace, respecting the dignity of every human being."

Respectfully submitted,

Courtesy Committee

RESPONSE TO THE BISHOP'S ADDRESS

Right Rev. Sir and members of the convention. We respond to your address in a time in our diocese when a young boy who has never known a father, meeting in a reading program, looks questioningly into the face of a man, the two at eye level, old man to future man - and the younger asks, "are you a Daddy?"

There is a tremendous gap between 'what is' and what is needed. You call us to connect with life around us - You call us to community, responsibility, and compassion. We support your continued request that 25% of the people in our congregations receive serious and intentional stewardship training and that Every Member Canvasses be conducted so that every home be visited each year. Reluctant, resistant we may be - still you call us to greater effort.

You call our clergy to preach stewardship, the tithe, and to ask our people to give at least 5% of our income to God's work through their home congregations. We have the skills and people resources to continue our journey as stewards of all God has given us. The current estimates of this year's harvest bears testimony that we no longer can shrink from the challenge. We thank you for holding that standard of involvement and commitment before us.

We believe that the call to faithful stewardship includes our relationship with and commitment to the National Church.

We affirm that the Church is Body -- it is organism - not organization.

You call us not to cut off funds to the National Church because of personal disagreement with her programs or the actions of individual bishops or dioceses. You remind us that it is not "us" and "them" but that we are one in the Body of Christ.

You remind us that there continues to be Servant Ministry lived out, not only in those highly visible areas: the Episcopal Farmworker Ministry, Feeding programs, literacy work, efforts toward better housing and advocacy, BUT THAT Servant Ministry is also found in congregations where the single older person, the elderly couple, the single parent feeling overwhelmed is readily included in congregational life. And that we are responding to Christ's mandate to be servants as when we see that the heat is turned back on in the home of our fellow parishioner who is too proud to share that need, but thankfully somehow we have discovered their plight.

Servant ministry is a part of the consciousness in many congregations - large and small; such ministry results in a vitality and enthusiasm that incarnates discipleship.

We rejoice with you that you do go into congregations where candidates for confirmation, reception, and re-affirmation are presented to you and where the Baptismal Covenant is taken seriously - as response to the God Emmanuel who has chosen to dwell with us. Rebirth and renewal, fruit of the Spirit's work, give us hope for other areas of this Body's life and witness.

We share your excitement over the revitalization of Churches where all can be made new in Christ.

You note also, Sir, the times in which we live. Where safe sex rather than abstinence is seen as the ultimate. You call us to remember that each of us is walking, breathing gospel, a breathing, living sermon; and we are reminded that effective sermons are often seen as well as heard.

As Christians called to be role models, you challenge us to awareness of the choices our children and youth now face in relationship to alcohol, drugs, and the temptation to seek watered down ways in which we offer ourselves to one another.

We affirm that the expression of our sexuality within a marriage is a beautiful thing God has given us, yet another sacred mystery; and that we would better serve God's world if we would model appropriate sexuality rather than legislate it. We are called to model life both to those within the Body and to those outside the church, also our brothers and sisters.

Bishop, you call us to a ministry of witness and compassion like those fine examples among us, yet you keep us aware that within our boundaries there exists the injustice of the presence of thousands of children born into poverty; that infant mortality remains higher than it should be; that the homeless, the disadvantaged and disenfranchised are still among us;

- that the elderly who frequently outlive their financial resources and their network of support are often beyond our awareness. You call us to compassion.

We pray that the same spirit of compassion that causes us to reach out to those in need also be extended to those within the household of faith - as we disagree, as we dialogue, and as the thoughts of others challenge us offering the opportunity for a wider horizon as well as the new learning that comes our way.

We talk, we disagree, but we love. There must be unity in our diversity.

This family grows as we live in the sometimes painful, creative tension of our humanity.

Right Reverend Sir, we respectfully disagree with your statement that you had "uttered prophetic words probably for the first time a year ago." You have previously read the times, the signs that though the path is steeper, rockier, more costly and at times less clearly defined and some are choosing no longer to walk but rather to sit separated from the path and its people; still you continue to challenge us by modeling Christian living that encompasses caring discipleship and servanthood; with compassionate responses to all of God's people requiring, at times, sacrificial giving and always sacramental living.

You have called the Diocese of East Carolina to a renewed and deeper response to be the people of God in community. Our hope and prayer Right Reverend Father in God, is that we hear with our hearts as well as our ears.

Come Lord Jesus, by Your Holy Spirit may we not conform to this world but rather be transformed.

We thank you Sir, our brother in Christ, Father in God. Continue to speak to us, to challenge us.

Respectfully submitted,

Committee on the Bishop's Address

EXECUTIVE COUNCIL MINUTES
APRIL 5, 1991
DIOCESAN HOUSE, KINSTON

The Executive Council of the Diocese of East Carolina met on Friday, April 5, at 9:30 a.m. in Kinston at the Diocesan House. The following were present: The Rt. Rev. B. Sidney Sanders, The Rev. A. C. Marble, Jr., Mrs. Norma Van Veld, Mrs. Jo Anne Bell, The Rev. Phil Glick, The Rev. Josh MacKenzie, Mrs. Helen Cliborne, The Rev. John Weatherly, Mrs. Dencie Page, Mrs. Alice Lynch, Mr. Roy Parker, Mr. David Stoller, Mr. Frank Wakefield, The Rev. Russell Johnson, The Rev. Ton Whiteside, Mrs. Sheila Walker, The Rev. David Chamberlain, and The Rev. Ham Fuller. Also present were: Mr. Channing Daniel, Mrs. Harriet Wagner, Jane Wynne and Lynn Brown.

Coffee and doughnuts were served at 9:30 a.m.

There was a Celebration of the Holy Eucharist at 10:00 a.m.

The minutes were adopted as submitted.

The Rev. Russell Johnson suggested to Executive Council that instead of pledging a percentage of the Net Disposable Budget Income to the National Church each year, which is based on parish income, that it should be an assessment based on diocesan income. The Rev. Mr. Johnson moved that delegates make this concern known to the General Convention and the National Church. The Rev. Ham Fuller seconded the motion. All were in favor.

Bishop Sanders requested feedback on the break-out sessions at Convention. The Executive Council's response was positive and so was the response of others. The break-out sessions will continue at future Conventions.

Mrs. Harriet Wagner, President of the Episcopal Church Women, announced that she would participate in the "Super Saturday" on Saturday, April 20 in Wilmington at St. Paul's Episcopal Church. She will cover the issue of the environment. Also, the annual meeting will be May 7 in Washington at St. Peter's Church.

The Rev. Russell Johnson, Chairman of the Camp Committee, updated the Council on Camp Trinity Staff. All staff positions are filled except for the camp nurse. Three minority staff persons were hired. There are 498 confirmed camp registrations and 66 on the waiting list. There are positions open for boys.

The Rev. Russell Johnson updated the Executive Council on the search for the Trinity Center Executive Director. There were approximately 200 applicants. The committee narrowed the list to 12 people and 4 of the 12 were contacted for an interview. Interviews will take place May 16 and 17 at Trinity Center.

Mr. Channing Daniel, Interim Director of Trinity Center, informed the Executive Council that Trinity Center's budget had improved. In the first two months actual revenues were greater than budgeted and expenses were less. There have been two very successful Elder Hostels and two more are scheduled for November and December of 1991. Also 8 are scheduled for 1992.

Mr. Chan Daniel, President of the Episcopal Foundation, informed the Council that the Executive Committee has agreed to replace their Investment Advisor. Montag and Caldwell will replace Sterling Capital Management. Sterling's performance has been lacking, especially in the past three years. Because of Chip's leaving and how that will affect the diocesan structure, the search for a Planned Giving Officer is on hold.

Bishop Sanders reminded the Council that the Convention voted on Canon changes to clear the issue that Executive Council now has the authority to expend the Foundation's unrestricted income.

The Rev. David Chamberlain, Chairman of the Evangelism Commission, reported the break-out session at Convention was successful. The Rev. Mr. Chamberlain has traveled to St. Paul's, Clinton; Grace, Whiteville; Holy Trinity, Hampstead; and St. Paul's, Wilmington to talk with parishes concerning Evangelism. Five new parishes are scheduled to participate in the Pilot Program this fall.

The Rev. Ham Fuller reminded the Council that 1991 is to be a year to "Celebrate and Rededicate". Parishes will need help in implementing this so they can bring back what is happening in their parish to the next Convention.

The Rev. John Weatherly reviewed a request from the Chapel o the Camp Oceanside property. After a brief discussion, The Rev. Mr. Weatherly moved that $9,328.000 of the Darst money be allocated to repair the Wade/Chestnut Memorial Summer Chapel on Topsail Island which is owned by the Diocese. The Rev. Ton Whiteside seconded the motion. All were in favor. Services are held at the Chapel each summer through September.

Bishop Sanders announced a farewell party for Chip and his family to be held at Trinity Center on Saturday, May 11. Eucharist will begin at 11:00 a.m. followed by lunch at 1:00 p.m. The afternoon will be spent swimming, walking, fishing, and visiting with Chip, Diene, and the boys. Chip's consecration will be held June 15 in Jackson, MS at the Civic Center.

Bishop Sanders suggested the Diocese of East Carolina purchase Chip's cross since the Diocese of Mississippi will be purchasing his ring.

The Rev. Russell Johnson moved The Rev. A. C. Marble, Jr., be paid through July. The Rev. Ham Fuller seconded the motion. This was passed.

Bishop Sanders announced that a Search Committee will be formed to fill Chip's place.

Bishop Sanders announced the death of The Rev. Henry Witten, Rector of St. Christopher's, Havelock. Bishop expressed much concern for Henry's wife, Alice's, financial well being. Bishop Sanders will be making an appointment to meet with Alice soon.

The Rev. David Chamberlain moved that Bishop Sanders has the authority to offer to pay Alice Witten's mortgage of $500 per month until her two sons finish high school, if this is needed. The Rev. John Weatherly seconded the motion. This was passed.

Bishop Sanders announced services were no longer being held at Calvary, Swanquarter due to a lack of attendance. A decision has not been made as to what should be done with the church and property.

The Rev. Ham Fuller reminded the Executive Council of "Super Saturday" to be held April 20 in Wilmington at St. Paul's. This workshop will consist of the following areas: Stewardship, Christian Education, Evangelism, Liturgy, Christian Social Ministries, Alcoholism, Youth, Ageing, and Land Stewardship.

Mrs. Alice Lynch raised the question once more on funding for St. Mary's College. This issue will be referred to the Finance Committee.

Church of the Servant in Wilmington cannot pay The Rev. Joe Cooper's pension payments. $15,000.00 is needed just to catch up. Bishop Sanders will meet with Church of the Servant and report at the next Council meeting the outcome.

The Methodists are purchasing the property of the former St. Mark's, Fayetteville. The total amount of the property is $425,000 and the contract to purchase is being circulated for the Trustees' signatures.

Bishop Sanders suggested the next Executive Council meeting be held in Belhaven on May 24. All were in favor.

Mr. Frank Wakefield shared a brochure of the new church building for which Holy Trinity, Hampstead is raising funds.

The Council reviewed the Episcopal Farm Worker's request. Mr. Roy Parker moved the approval of the contract to construct an additional building to house Head Start to be contingent upon the Trustees' approval. The Rev. Josh MacKenzie seconded the motion. All were in favor.

The Rev. Edwin Smith has accepted a call to St. Mark's, Wilmington. The Rev. Mr. Smith have a Celebration of New Ministry on May 24 i Wilmington at St. Mark's.

The Rev. Ken Asel has accepted a call to Emmanuel, Farmville. The Rev. Mr. Asel will be on board as of May 12.

Upcoming Executive Council dates: May 24 - 9:30 a.m., St. Mary's, Kinston
August 15 and 16 Overnight, Trinity Center

There being no further business, the meeting was adjourned.

EXECUTIVE COUNCIL MINUTES
OCTOBER 25, 1991
EPISCOPAL FARMWORKER DAY CARE CENTER, DUNN

The Executive Council of the Diocese of East Carolina met on Friday, October 25, at 10:00 a.m. in Newton Grove at St. Martin's Children of the Land Day Care Center. The following were present: The Rt. Rev. B. Sidney Sanders, The Rev. King McGlaughon, the Rev. Burton Whiteside, The Rev. Hamilton Fuller, Mr. Frank Wakefield, Mr. Channing Daniel, Mrs. Norma Van Veld, The Rev. Thomas Cure, The Rev. Russell Johnson, Mrs. Jo Ann Bell, Mrs. Patti Campbell, The Rev. John Weatherly, Mr. Larry Overton, Mrs. Helen Cliborne, The Rev. David Chamberlain, Mr. Bob Swindell, Mr. David Stoller, Mrs. Alice Lynch, Mrs. Libba Pate, The Rev. Richard Warner, and Mrs. Dencie Page. Also Present: Mr. John Carter, Mrs. Josie Hookway, Ms. Amy Trester, Jane Wynne, and Lynn Brown.

There was a warm welcome by Amy Trester, Coordinator of Migrant Ministries for the Diocese of East Carolina.

The minutes were approved as submitted.

Jane Wynne presented the treasurer's report and after a brief discussion it was accepted.

Bishop Sanders welcomed The Rev. King McGlaughon to the Diocesan Staff as his Interim Assistant for Program and Ministry.

Mr. John Carter, Chairman of the Creative Christian Stewardship Grant Committee, presented the grants requesting seed money. After a brief summary of each organization, The Rev. Russell Johnson moved for adoption and the proposed grants were unanimously adopted.

Mrs. Josie Hookway updated the Council on the Haiti Fund. Mrs. Hookway is recruiting volunteers from Diocesan parishes to visit Haiti to provide skills. Volunteers, not money, are being sought. This program would deeply enrich the diocese. Mrs. Hookway distributed a suggested position statement for the Executive Council to sign. All were in favor.

Bishop Sanders updated the Executive Council on the Day Care Center. There have been communication problems between the parent organization in Washington, D.C. and St. Martin's. More structure and internal controls are needed and Mrs. Anne Harrell has been engaged to aid with this process.

Bishop Sanders presented a proposal for the diocese to hire a fundraiser for Christ Church in Hope Mills. After some discussion, the Executive Council unanimously rejected the proposal.

Mr. Frank Wakefield, Chairman of the Finance Committee for the Board of Managers of Trinity Center, updated the Executive Council

on finances for 1991. There is a $40,000 deficit projected. Loans for the electrical management system and the wage settlement account for $23,000. Also, the state's recession caused a $15,000 loss in bookings due to cancellations. Rates have been increased for outside groups ad the cancellation policy has been strengthened.

Mr. Bob Swindell suggested Mr. Bill Page, Accountant for the Diocese, also audit Trinity Center's books.

The Rev. Russell Johnson, Chairman of the Camp Committee, distributed camp figures for camp this year. As usual, camp was very successful. There is a need for an additional staff person and a chase/safety boat. The camp has not used all of its diocesan grant this year ad would like to use the $10,000 left to buy the new boat. This will be discussed at the next council meeting.

Mrs. Patti Campbell, President of the Episcopal Church Women, informed the council of her district visits to churches throughout the Diocese. The annual meeting will be held in May of 1992. Mrs. Pamela Chennis, newly-elected President of the House of Deputies, will be the speaker.

The Rev. David Chamberlain, Chairman of the Evangelism Commission, commented o the successful Evangelism overnight at Trinity Center for the Evangelism Commission. The brochures for the annual renewal event will be mailed shortly. Bishop William Frye will be the keynoter on December 1 from 3:00 - 5:00 in Kinston at St. Mary's Episcopal Church. Also, there are four new parishes involved it the Pilot Program, bringing the total to 15.

Bishop Sanders distributed a handout concerning clergy salary minimums, increases, medigap, and social security. The council moved and passed the committee's statement as proposed. Also, health insurance will increase by 32% as of January 1, 1992.

Bishop Sanders reported that the Community Developers of Hyde County is responsible for completing 42 new apartments for the elderly. Also, seven rent-to-own homes will be constructed soon.

For the Stewardship Commission, The Rev. Hamilton Fuller moved that a copy of each church's parochial report be given to each Vestry member. It was unanimously passed. The Rev. Mr. Fuller also brought up the subject of a diocesan capital funds drive. Bishop Sanders asked that this be discussed at the next council meeting.

The Rev. King McGlaughon, Interim Assistant for Program and Ministry, updated the council on the Stewardship area meetings. Five meetings were scheduled and completed. Unfortunately, Clarence Leary was ill and not able to attend any of the meetings. The relationship between parish and diocese was the central theme.

Mrs. Alice Lynch, Trustee of St. Mary's College, stressed the support of St. Mary's Chapel in the 1992 budget. Because of budget

restraints, The Rev. Janet Watrous, Chaplain for St. Mary's is now part-time and has the added responsibility of Chaplain for NC State University. Also, enrollment has decreased and the need for financial aid has increased.

After a tour of the day care, the meeting was adjourned. The next meeting will be Friday, December 13, at 9:30 a.m. in Kinston at the Diocesan House.

EXECUTIVE COUNCIL MINUTES
DECEMBER 13, 1991
DIOCESAN HOUSE, KINSTON

The Executive Council of the Diocese of East Carolina met on Friday, December 13, at 9:30 a.m. in Kinston at the Diocesan House. The following were present: The Rt. Rev. B. Sidney Sanders, The Rev. King McGlaughon, The Rev. Frank Wakefield, Mr. Channing Daniel, The Rev. Richard Warner, Jr., Mrs. Jo Anne Bell, Mrs. Norma Van Veld, The Rev. Joshua MacKenzie, Mrs. Helen Cliborne, The Rev. Russell Johnson, Mrs. Dencie Page, The Rev. Phil Glick, Mrs. Elizabeth Pate, The Rev. Gary Fulton, Mr. Larry Overton, The Rev. John Weatherly, The Rev. Hamilton Fuller, The Rev. Burton Whiteside, Mr. Wallace Weeks, Mr. Robert Swindell, Mrs. Alice Lynch, The Rev. Tom Cure, The Rev. David Chamberlain, Mrs. Sheila Walker. Also present: Mr. Mike Morgan, Jane Wynne, and Lynn Brown.

There was an addition to the minutes which was to add The Rev. John Weatherly to the list of those attending the previous meeting. The minutes were approved as amended.

The financial report was presented by Mr. Wallace Weeks and was accepted as submitted.

Mr. Frank Wakefield, Chairman of the Finance Committee for Trinity Center, updated the Executive Council o the financial status of the conference center. The end of November reflected a positive balance of $11,907.00 and the budget looks much more promising than last month. Hopefully, Trinity Center will end the year with a positive balance.

Mr. Mike Morgan, Executive Director of Trinity Center, reported on several upcoming events taking place at Trinity Center in the new year and also added how pleased he and the Finance Committee are with the projected year-end figures. Unfortunately, the upcoming Elder Hostel has been cancelled for January. Mr. Morgan stressed that scholarships in the amount of $220.00 are available for upcoming Elder Hostel events. The Environmental Education Program will begin at Trinity Center in September with 60 students per session for two sessions a week. These students will be taught Environmental Science with hands-on experience in the sound and the ocean. Mr. Morgan announced that he had hired a young woman named Barbara Jo White, who is a graduate of UNC-Chapel Hill and a native of Cary. Ms. White will work as Program Director for the Environmental Education and will assist with writing the program curriculum. Ms. White will be moving to Trinity Center on January 2. She will also fill the role of Director ad Coordinator for the Elder Hostel Program. A low ropes course will be installed around March of 1992. Other groups visiting Trinity Center will have access to this course. In September, six instructors will be needed to assist Ms. White with her program. Students within a five hour radius will be attending these events. The cost per

person is $70.00 which includes 7 meals, 2 nights, and class materials.

Bishop Sanders thanked Mr. Channing Daniel for his assistance in coordinating these events and also thanked Mr. Carl Ragsdale and Mr. Frank Wakefield for their hard work.

The Rev. King McGlaughon spoke on behalf of Mrs. Marty Fulton, Chairperson for the Episcopal Farmworker Ministry Committee, who was unable to attend this meeting. The Rev. Mr. McGlaughon commended Mrs. Fulton on her hard administrative work. The Daycare Center is now closed for the winter. There are still some administrative problems pending with Head Start. A woman has been hired to help take care of the requirements of the Head Start Agency so that the daycare will be able to focus on its ministry. Earlier problems are being solved and funding from Head Start is not in jeopardy.

The joint committee from the Diocese of North Carolina and East Carolina who oversee the Farmworker Ministry have decided to separate the daycare functions from the farmworker ministry. New by-laws have been drawn. Hopefully, this reorganization will help each body to minister more effectively. Mrs. Fulton will continue to oversee both groups through this process. The Rev. Mr. McGlaughon informed the council of the need to expand the daycare facility. Although there is enough land for the actual addition, more land is needed for a drainage field. This land is available next door for $10,000.00. Funds are being sought. The Rev. David Chamberlain moved that Bishop Sanders have permission to use the Darst Fund ($10,215.00) for the purchase of the land needed by the daycare for a septic field if all other funding sources have been exhausted. All were in favor.

Bishop Sanders distributed handouts concerning licensing of lay eucharistic ministers. There will be a mailing sent to all clergy within a few weeks listing all guidelines.

Bishop Sanders briefly spoke on stewardship announcing that pledges have decreased due to the economy. The concept of stewardship has yet to be sold to this Diocese, despite the hard work of The Rt. Rev. A. C. Marble, Jr., and Mr. Clarence Leary.

Ms. Carol Taylor, Youth Coordinator, reported the Senior Diocesan Youth Event was a success with 160 young people attending. Enrollment for the Happening event in the spring is full. New Beginnings reported a waiting list of 72 at their previous event. Mrs. Cookie Cantwell and Mr. Powell Bland are doing a terrific job with Happening and New Beginnings. Ms. Taylor announced an enrollment of 75 for Winterlight which will be held December 27 - January 1st. A bus, one or two cars, and a van will be taking these young people to Kanuga. The Youth Convention will be held in Goldsboro at St. Stephen's on January 31, 1992. Also camp staff applications will be mailed next week. The major concern of camp for the very near future is "year-round school" in the southeast. Camp

schedules will have to be adjusted with school vacations.

Ms. Taylor also mentioned that Mr. Fran McKendrie, a Christian musician, will be returning to the Diocese in February. Those cities that will be toured will be Wilmington, Jacksonville, and Greenville. Mr. McKendrie is also the Coordinator for the music program at the Winterlight sessions.

Mr. Channing Daniel, President of the Foundation, informed the Executive Council of the new investment managers, Montag & Caldwell. The September 30th portfolio was valued at $4.2 million. The Executive Committee of the Foundation is meeting every three months with Mr. Grover Maxwell, who is the representative for the Diocese from Montag & Caldwell. The Foundation has loaned Trinity Center $25,000.00 to help with start up expenses for the Trinity Education Environmental Program. Also, $60,000.00 has been loaned to the Beaufort-Hyde Developers in $20,000.00 increments to be used for low income homeowners.

The Rev. David Chamberlain, Chairman of the Evangelism and Renewal Commission, briefly discussed the third phase of the Evangelism Pilot Project. The overnight at Trinity Center in October was very successful. Also, an Evangelism celebration was held on Sunday, December 2 in Kinston at St. Mary's at 3:00 p.m. The Rt. Rev. William Frye was the keynoter. There were approximately 50 people in attendance, in contrast to last year's attendance of 300.

The Rev. Burton Whiteside reported on Good Shepherd House in Wilmington. The Rev. Mr. Whiteside recently attended a meeting of the Inter-Agency Council in Raleigh where the main issue of the meeting was the need for day-time shelters that would provide interaction with the homeless. Good Shepherd House is, of course, already meeting the needs of the homeless. On a more humorous note, The Rev. Mr. Whiteside announced that the "Yellow Rose Saloon" held a fundraiser for Good Shepherd House on Thanksgiving Eve and contributed $1,500.00

Bishop Sanders requested permission from the Executive Council to buy a "chase boat" for Camp Trinity. The Diocese provides annually a grant of $25,000.00 for the Camp. There is a balance of $10,000.00 in the account. The Council were all in favor of Trinity Center purchasing a "chase boat" with this balance of $10,000.00.

The Rev. King McGlaughon announced that the Diocesan Convention will be held February 6-8 in Fayetteville at the Howard Johnson Motel. Arch Bishop Kuria will be the keynote speaker at Eucharist on Friday morning. Alcohol and Drug dependency will be the focus for Noon Day Prayers on Friday.

Bishop Sanders requested advice of the Council on the issue of a Capital Funds Drive. The Council recommended waiting until the June meeting to discuss this issue.

The next meeting will be held Friday, January 17, at 9:30 a.m. in Kinston at the Diocesan House.

EXECUTIVE COUNCIL MINUTES
JANUARY 17, 1992
DIOCESAN HOUSE, KINSTON

The Executive Council of the Diocese of East Carolina met on Friday, January 17, at 9:30 a.m. in Kinston at the Diocesan House. The following were present: The Rt. Rev. B. Sidney Sanders, The Rev. King McGlaughon, Mrs. Libba Pate, The Rev. Phil Glick, The Rev. Gary Fulton, The Rev. Hamilton Fuller, Mr. David Stoller, The Rev. David Chamberlain, The Rev. Tom Cure, The Rev. Josh MacKenzie, Mrs. Norma Van Veld, The Rev. Richard Warner, Jr., Mrs. Dencie Page, Mrs. Jo Anne Bell, Mr. Robert Swindell, Mrs. Sheila Walker, The Rev. John Weatherly, Mrs. Alice Lynch, The Rev. Burton Whiteside, and Mr. Channing Daniel. Also present: Jane Wynne and Lynn Brown.

There was a correction in the minutes of the previous meeting of those present. It should read Mr. Robert Swindell instead of "The Rev." Robert Swindell. The minutes were accepted as amended.

Jane Wynne presented the 1991 actual budget. After a brief discussion, it was moved that the year-end treasurer's report be accepted. All were in favor.

Bishop Sanders took a brief moment to answer questions concerning decreases and increases in the 1992 Parish Pledges.

The Rev. John Weatherly moved that the Executive Council reconsider stipends for Bishop Sanders ad staff at the meeting in May or the August overnight. All were in favor. Bishop Sanders also added to discuss the issue of clergy making below the minimum in the Diocese and bring to his attention those names.

After discussion, it was decided that a letter will be mailed to the clergy (1) asking if their salaries are below the minimum (2) asking if a 5.4% raise was issued (3) requesting a financial statement for 1992 and (4) recommending all vestries to review their parochial report.

Bishop Sanders presented the 1992 Proposed Budget. Additional pledges had been received. After much discussion, the council decreased income from the Foundation to $110,000. It was moved that an average of $4,500 be used as a contingency fund at the discretion of the Bishop and $4,500 be added to Creative Christian Stewardship Grant line item.

The 1992 Budget was approved and will be presented to the 109th Annual Diocesan Convention in Fayetteville February 8-10.

There being no further business, the meeting was adjourned.

The next meeting of the Executive Council will be Friday, March 27, 1992, at 9:30 a.m. in Kinston at the Diocesan House.

1991 Statistics

VITAL STATISTICS DATA YEAR 91	BAPTIZED MEMBERS JAN. 1	BAPTIZED MEMBERS DEC. 31	COMMU-NICANTS	CONFIRMED COMM. IN GD STNDNG	BAPTISMS ADULTS	BAPTISMS CHILD.	CONFIRMATIONS ADULTS	CONFIRMATIONS CHILD.	CONFIRMATIONS REC'D.	SERVICES OF HOLY COMMUNION SUNDAYS	SERVICES OF HOLY COMMUNION WKDAYS	SERVICES OF HOLY COMMUNION PRIVATE	MAR-RIAGES	BURI-ALS	OTHER SERV.	AVERAGE ATTEND. 4 KEY SUNDAYS	PUPILS CHURCH SCHOOL	PUPILS DAY SCHOOL
Ahoskie, St Thomas	159	163	163	138	0	0	5	0	3	104	14	24	1	1	7	109	33	0
* Aurora, Holy Cross	49	51	0	27	0	0	0	0	0	48	4	12	1	0	1	20	0	0
Bath, St Thomas	69	83	65	49	0	0	5	0	1	52	5	12	3	4	4	72	20	0
Beaufort, St Paul	313	318	306	301	2	3	7	10	0	102	49	7	3	15	17	204	60	0
Belhaven, St James	34	32	32	22	0	0	2	0	0	59	4	25	0	1	2	21	0	0
* Belhaven, St Mary	27	27	0	18	0	0	0	0	0	39	4	6	0	0	69	21	16	0
Burgaw, St Mary	76	82	60	57	0	1	5	4	0	51	3	6	0	1	3	46	0	0
Chocowinity, Trinity	76	96	96	77	2	4	5	1	1	48	14	1	1	1	3	68	27	0
Clinton, St Paul	120	124	112	92	1	4	2	0	0	100	59	9	2	3	271	78	36	0
Columbia, St Andrew	34	35	35	35	0	0	0	0	0	24	3	4	0	0	28	11	0	0
Creswell, Christ	18	16	19	19	0	0	0	0	0	16	4	0	0	1	16	16	9	0
Creswell, Galilee	11	10	10	8	0	0	0	0	0	11	1	0	0	1	13	9	9	0
Edenton, St John	29	37	37	37	1	4	3	2	0	20	2	0	0	0	30	30	2	0
Edenton, St Paul	320	321	267	267	0	3	3	5	0	100	38	16	3	5	8	168	85	0
Elizabeth City, Christ	359	370	16	288	3	14	6	6	1	96	16	6	4	12	22	191	44	0
* Elizabethtown, St Christopher	63	73	0	43	0	3	0	0	0	39	2	2	1	0	5	30	9	0
Engelhard, St George	62	71	55	55	2	8	0	0	0	44	4	0	1	3	15	36	24	0
Fairfield, All Saints	18	18	8	16	0	0	0	0	0	22	1	0	0	0	22	6	0	0

DIOCESE OF East Carolina, Page: 1

* Indicates incomplete or obsolete data.

VITAL STATISTICS DATA YEAR 91	BAPTIZED MEMBERS JAN. 1	BAPTIZED MEMBERS DEC. 31	COMMU-NICANTS	CONFIRMED COMM. IN GD STNDNG	BAPTISMS ADULTS	BAPTISMS CHILD.	CONFIRMATIONS ADULTS	CONFIRMATIONS CHILD.	CONFIRMATIONS REC'D.	SERVICES OF HOLY COMMUNION SUNDAYS	SERVICES OF HOLY COMMUNION WKDAYS	SERVICES OF HOLY COMMUNION PRIVATE	MAR-RIAGES	BURI-ALS	OTHER SERV.	AVERAGE ATTEND. 4 KEY SUNDAYS	PUPILS CHURCH SCHOOL	PUPILS DAY SCHOOL
Farmville, Emmanuel	74	108	100	85	0	1	5	0	1	67	14	4	0	1	3	35	31	0
Fayetteville, Good Shepherd	43	46	30	26	2	3	3	1	0	30	0	2	0	0	0	29	20	0
Fayetteville, Holy Trinity	590	651	564	502	0	9	3	0	1	135	29	12	8	3	22	236	127	60
Fayetteville, St John	800	828	663	655	0	15	5	5	1	106	157	24	6	8	192	389	101	0
Fayetteville, St Joseph	135	130	118	113	0	2	0	0	0	51	4	30	2	2	1	87	14	0
Fayetteville, St Paul	246	261	138	104	1	4	4	0	1	91	42	4	0	3	13	101	18	0
Gatesville, St Mary	52	51	35	35	0	1	0	0	1	34	2	0	1	2	23	36	16	0
Goldsboro, St Andrew	38	38	38	38	0	2	0	0	0	24	4	24	0	0	0	15	5	0
Goldsboro, St Francis	245	246	47	160	0	2	0	0	0	48	47	41	3	4	13	84	26	0
Goldsboro, St Stephen	424	408	388	376	0	7	13	0	0	117	51	54	5	9	59	209	109	0
Greenville, St Paul	748	767	0	0	5	18	10	3	0	138	225	31	6	12	41	327	119	85
Greenville, St Timothy	377	382	338	222	0	10	4	0	0	138	11	4	5	1	4	200	169	110
Grifton, St John & St Mark	75	80	76	80	0	3	0	1	0	48	4	43	1	2	23	50	11	0
Hampstead, Holy Trinity	72	85	94	23	0	1	0	1	0	50	7	21	2	1	0	68	22	0
Havelock, St Christopher	180	180	155	101	0	2	0	0	0	100	9	2	5	5	9	109	39	0
Hertford, Holy Trinity	85	92	92	88	0	4	2	1	0	94	1	0	0	5	10	50	0	0
Hope Mills, Christ	186	197	150	124	1	7	8	2	0	83	24	20	2	2	220	105	48	0
Jacksonville, St Anne	270	337	321	321	7	11	18	0	3	103	71	30	5	7	19	212	109	140

DIOCESE OF East Carolina, Page: 2

* Indicates incomplete or obsolete data.

VITAL STATISTICS DATA YEAR 91	BAPTIZED MEMBERS JAN. 1	BAPTIZED MEMBERS DEC. 31	COMMU-NICANTS	CONFIRMED COMM. IN GD STNDNG	BAPTISMS ADULTS	BAPTISMS CHILD.	CONFIRMATIONS ADULTS	CONFIRMATIONS CHILD.	CONFIRMATIONS REC'D.	SERVICES OF HOLY COMMUNION SUNDAYS	SERVICES OF HOLY COMMUNION WKDAYS	SERVICES OF HOLY COMMUNION PRIVATE	MAR-RIAGES	BURI-ALS	OTHER SERV.	AVERAGE ATTEND. 4 KEY SUNDAYS	PUPILS CHURCH SCHOOL	PUPILS DAY SCHOOL
Kinston, Holy Innocents	120	117	115	115	0	0	0	0	0	44	1	0	0	3	8	56	10	0
Kinston, St Augustine	67	15	43	5	0	0	2	0	0	48	5	0	0	3	5	59	8	0
Kinston, St Mary	593	604	600	524	0	10	2	13	3	104	131	78	7	6	292	221	75	0
Lumberton, Trinity	242	246	182	182	0	2	3	5	0	105	48	0	1	0	0	125	45	0
Morehead City, St Andrew	640	669	510	510	4	19	23	0	6	161	77	36	4	5	64	447	101	0
Nags Head, St Andrew	441	465	430	330	2	14	9	0	0	156	60	40	15	3	35	365	86	29
New Bern, Christ	1,296	1,276	1,276	984	0	19	16	19	1	86	69	13	11	18	108	462	71	0
New Bern, St Cyprian	64	63	54	63	0	0	0	0	0	24	3	0	0	1	38	50	24	0
Northwest, All Souls	31	32	31	31	0	0	0	0	0	36	3	0	0	0	0	21	9	0
Oriental, St Thomas	124	146	130	130	0	3	0	0	0	49	7	4	2	2	0	0	23	0
Plymouth, Grace	126	132	126	126	1	3	0	0	0	96	45	30	2	1	0	66	14	0
Ropar, St Luke & St Anne	40	43	42	30	0	0	0	0	0	25	5	1	1	0	24	27	6	0
Roxobel, St Mark	22	22	12	12	0	0	0	0	0	9	2	0	0	1	4	18	0	0
Scranton, St John	13	13	13	13	0	0	0	0	0	24	1	0	0	0	24	21	0	0
Shallotte, St James	122	147	132	132	1	3	4	0	1	105	50	1	0	0	13	127	19	0
Southport, St Philip	206	183	172	138	0	5	6	10	1	71	6	19	2	5	0	99	42	0
Sunbury, St Peter	20	32	32	25	0	4	2	7	1	28	5	0	0	0	32	23	19	0
Swansboro, St Patar	171	188	175	175	0	4	3	3	2	106	10	143	3	2	5	129	19	0

DIOCESE OF East Carolina, Page: 3

* Indicates incomplete or obsolete data.

VITAL STATISTICS DATA YEAR 91	BAPTIZED MEMBERS JAN. 1	BAPTIZED MEMBERS DEC. 31	COMMU-NICANTS	CONFIRMED COMM. IN GD STNDNG	BAPTISMS ADULTS	BAPTISMS CHILD.	CONFIRMATIONS ADULTS	CONFIRMATIONS CHILD.	CONFIRMATIONS REC'D.	SERVICES OF HOLY COMMUNION SUNDAYS	SERVICES OF HOLY COMMUNION WKDAYS	SERVICES OF HOLY COMMUNION PRIVATE	MAR-RIAGES	BURI-ALS	OTHER SERV.	AVERAGE ATTEND. 4 KEY SUNDAYS	PUPILS CHURCH SCHOOL	PUPILS DAY SCHOOL
Thomas Landing, St Philip	57	54	33	33	2	3	1	0	1	23	2	3	0	0	30	41	0	0
Trenton, Grace	30	24	14	3	0	0	1	0	0	49	6	0	0	2	3	10	0	0
Vanceboro, St Paul	53	55	55	55	0	0	0	0	0	50	4	71	2	4	21	46	4	0
* Washington, St Paul	56	60	0	55	1	0	0	0	0	39	4	13	0	2	67	29	9	0
Washington, St Peter	405	400	612	643	1	7	6	8	0	104	104	10	9	9	8	261	76	40
Washington, Zion	60	71	71	58	0	1	0	0	0	48	10	5	1	2	48	35	0	0
Whiteville, Grace	137	129	86	75	0	1	5	4	1	103	60	59	0	3	76	75	19	0
Williamston, Advent	158	159	158	138	0	2	6	0	0	31	37	1	1	0	59	79	21	0
Wilmington, Good Shepherd	182	195	157	144	2	2	1	0	0	105	35	16	0	4	15	102	35	0
Wilmington, Servant	173	180	152	107	0	2	4	0	1	46	7	12	3	0	30	126	40	0
Wilmington, St Andrew	397	462	447	339	3	16	14	0	2	113	75	1	7	2	7	264	132	0
Wilmington, St James	1,214	1,251	1,251	1,077	19	3	28	14	0	88	79	21	20	16	15	555	283	80
Wilmington, St John	1,042	1,018	831	612	5	14	19	15	4	130	203	0	22	8	248	448	125	0
Wilmington, St Mark	190	193	205	205	0	5	8	3	1	52	36	36	0	7	30	107	47	0
Wilmington, St Paul	299	342	200	180	2	11	8	4	1	104	67	17	4	3	22	201	55	0
Windsor, St Thomas	185	185	145	145	0	3	1	0	0	41	16	16	3	3	20	66	36	0
Woodville, Grace	26	25	17	21	0	0	0	0	0	7	1	2	0	0	38	22	6	0
GRAND TOTAL:	15,479	16,010	13,137	12,017	70	302	290	147	40	4,842	2,203	1,124	191	230	2,577	8,282	2,817	544

DIOCESE OF East Carolina, Page: 4

* Indicates incomplete or obsolete data.

FINANCIAL STATISTICS DATA YEAR 91	PLEDGING UNITS	PLEDGED FOR NEXT YEAR	REVENUES: PLATE AND PLEDGE	REVENUES: TOTAL OPERATING REVENUES	REVENUES: TOTAL NON-OPERATING REVENUES	REVENUES: TOTAL REVENUES	EXPENDITURES: OPERATING EXPENSES	EXPENDITURES: TOTAL WORK WITHIN CONG.	EXPENDITURES: TO DIOC. & GEN. CHURCH	EXPENDITURES: OUTREACH	EXPENDITURES: TOTAL WORK OUTSIDE CONG.	EXPENDITURES: TOTAL EXP., OPERATING ACCOUNTS	NET DISPOSABLE BUDGET INCOME
Ahoskie, St Thomas	64	97,958	97,160	99,144	34,803	133,947	69,840	76,798	17,000	5,303	23,512	100,310	99,144
* Aurora, Holy Cross	19	7,590	10,134	13,003	0	13,003	14,625	18,922	700	0	700	19,622	13,003
Bath, St Thomas	0	60,811	71,793	84,644	6,356	91,000	49,367	63,207	11,500	13,410	26,963	90,170	82,960
Beaufort, St Paul	182	127,000	128,250	134,291	0	134,291	103,324	103,324	29,444	2,313	31,757	135,081	134,291
Belhaven, St James	0	0	24,995	33,096	0	33,096	24,453	29,528	600	538	1,138	30,666	33,096
* Belhaven, St Mary	9	8,400	6,001	6,001	0	6,001	4,854	4,854	700	323	1,023	5,877	6,001
Burgaw, St Mary	21	16,390	25,033	26,921	5,059	31,980	17,286	17,531	2,438	4,081	7,527	25,058	26,921
Chocowinity, Trinity	29	28,026	40,268	49,173	2,553	51,726	42,463	46,306	3,104	1,350	5,278	51,584	49,173
Clinton, St Paul	47	64,622	61,540	66,814	29,396	96,210	64,053	76,614	3,975	3,060	7,918	84,532	66,240
Columbia, St Andrew	6	6,220	9,415	12,119	6,215	18,334	7,791	15,256	1,582	613	2,294	17,550	12,119
Creswell, Christ	4	5,800	7,336	9,278	109,626	118,904	10,521	113,237	1,600	513	2,263	115,500	9,278
Creswell, Galilee	0	0	3,785	3,785	44	3,829	2,917	2,917	320	0	364	3,281	3,785
Edenton, St John	12	12,442	12,233	15,973	12,265	28,238	17,932	22,532	1,925	500	2,752	25,284	15,973
Edenton, St Paul	109	133,583	169,779	186,559	0	186,559	125,212	146,316	29,150	6,797	36,773	183,089	186,559
Elizabeth City, Christ	155	145,185	136,328	166,096	64,999	231,095	185,268	191,635	26,600	6,448	39,332	230,967	166,096
* Elizabethtown, St Christopher	0	0	31,713	34,379	784	35,163	26,889	26,889	4,100	0	4,268	31,157	34,379
Engelhard, St George	21	18,230	15,237	31,896	0	31,896	25,412	26,270	3,089	1,085	4,174	30,444	31,896
Fairfield, All Saints	0	0	2,575	2,575	0	2,575	1,880	1,880	200	0	200	2,080	2,575

DIOCESE OF East Carolina, Page: 1

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FINANCIAL STATISTICS DATA YEAR 91	PLEDGING UNITS	PLEDGED FOR NEXT YEAR	REVENUES: PLATE AND PLEDGE	REVENUES: TOTAL OPERATING REVENUES	REVENUES: TOTAL NON-OPERATING REVENUES	REVENUES: TOTAL REVENUES	EXPENDITURES: OPERATING EXPENSES	EXPENDITURES: TOTAL WORK WITHIN CONG.	EXPENDITURES: TO DIOC. & GEN. CHURCH	EXPENDITURES: OUTREACH	EXPENDITURES: TOTAL WORK OUTSIDE CONG.	EXPENDITURES: TOTAL EXP., OPERATING ACCOUNTS	NET DISPOSABLE BUDGET INCOME
Fermville, Emmanuel	38	50,771	37,445	44,618	90	44,708	49,199	52,699	0	353	353	53,052	44,618
Feyetteville, Good Shepherd	6	3,920	11,463	14,851	0	14,851	11,667	11,667	1,200	1,114	2,314	13,981	14,851
Fayetteville, Holy Trinity	132	186,094	211,762	231,569	32,559	264,128	170,793	170,793	37,488	6,607	50,075	220,868	231,569
Fayetteville, St John	246	269,498	269,300	335,509	671,949	1,007,458	272,597	557,229	57,375	124,887	199,011	756,240	282,064
Fayetteville, St Joseph	43	54,352	56,547	57,547	8,028	65,575	50,699	54,899	1,680	7,119	8,799	63,698	57,547
Fayetteville, St Paul	44	59,404	63,207	65,157	15,940	81,097	64,428	69,664	5,214	2,579	8,648	78,312	65,157
Gatesville, St Mary	0	0	18,609	25,965	382	26,347	22,246	22,246	1,700	100	2,182	24,428	20,965
Goldsboro, St Andrew	21	16,740	14,641	15,296	6,117	21,413	11,550	17,736	2,009	610	2,719	20,455	15,296
Goldsboro, St Francis	55	83,872	84,731	99,165	4,091	103,256	66,841	81,369	16,600	3,300	20,739	102,108	94,987
Goldsboro, St Stephen	157	196,784	192,129	203,365	38,950	242,315	169,163	169,163	34,000	2,562	37,520	206,683	203,365
Greenville, St Paul	206	270,000	282,009	311,551	87,319	398,870	313,250	352,077	60,982	23,270	90,078	442,155	311,551
Greenville, St Timothy	127	186,051	178,916	202,221	17,906	220,127	168,610	168,610	20,600	2,347	22,947	191,557	202,221
Grifton, St John & St Mark	0	0	25,552	28,865	0	28,865	21,276	24,191	1,045	0	1,045	25,236	28,865
Hempstead, Holy Trinity	39	46,516	43,757	63,173	97,656	160,829	59,889	80,765	4,463	1,379	6,430	87,195	49,673
Havelock, St Christopher	52	51,542	46,464	50,354	15,296	65,650	42,737	52,170	1,070	1,208	2,278	54,448	50,354
Hertford, Holy Trinity	37	36,000	38,885	56,615	16,039	72,654	65,355	65,355	4,250	400	6,636	71,991	56,615
Hope Mills, Christ	42	52,766	50,837	75,311	210,695	286,006	67,087	97,140	6,250	2,155	8,525	105,665	75,311
Jacksonville, St Anne	166	170,662	167,149	183,993	6,716	190,709	151,195	151,195	24,500	5,974	30,474	181,669	183,993

DIOCESE OF East Carolina, Page: 2

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FINANCIAL STATISTICS DATA YEAR 91	PLEDGING UNITS	PLEDGED FOR NEXT YEAR	REVENUES: PLATE AND PLEDGE	REVENUES: TOTAL OPERATING REVENUES	REVENUES: TOTAL NON-OPERATING REVENUES	REVENUES: TOTAL REVENUES	EXPENDITURES: OPERATING EXPENSES	EXPENDITURES: TOTAL WORK WITHIN CONG.	EXPENDITURES: TO DIOC. & GEN. CHURCH	EXPENDITURES: OUTREACH	EXPENDITURES: TOTAL WORK OUTSIDE CONG.	EXPENDITURES: TOTAL EXP., OPERATING ACCOUNTS	NET DISPOSABLE BUDGET INCOME
Kinston, Holy Innocents	50	36,453	37,858	43,840	4,804	48,644	50,577	50,577	4,240	0	8,530	59,107	43,840
Kinston, St Augustine	24	28,900	22,028	30,379	0	30,379	31,496	31,496	1,802	300	2,102	33,598	25,379
Kinston, St Mary	210	278,020	262,908	295,194	27,467	322,661	245,829	255,329	53,466	1,500	57,555	312,884	295,194
Lumberton, Trinity	76	102,106	105,245	113,859	7,642	121,501	75,135	77,394	18,285	3,068	21,572	98,966	113,859
Morehead City, St Andrew	180	217,000	283,025	316,423	91,724	408,147	264,794	282,874	53,772	52,942	114,905	397,779	306,423
Nags Head, St Andrew	211	172,420	199,528	205,714	15,831	221,545	166,267	173,287	34,000	6,085	46,868	220,155	205,714
New Bern, Christ	395	462,917	445,429	453,308	33,645	486,953	285,377	292,090	102,000	46,111	156,230	448,320	453,308
New Bern, St Cyprian	24	19,060	20,160	35,717	0	35,717	28,869	28,869	4,600	1,100	5,750	34,619	35,717
Northwest, All Souls	13	16,956	14,150	14,400	199	14,599	11,927	11,927	1,600	500	2,354	14,281	14,400
Oriental, St Thomas	59	61,000	62,165	65,726	1,857	67,583	52,962	52,962	6,600	100	6,948	59,910	63,926
Plymouth, Grace	47	32,000	40,017	42,801	70,804	113,605	41,502	41,502	2,500	0	2,500	44,002	42,801
Roper, St Luke & St Anne	0	0	13,922	16,614	390	17,004	10,122	12,012	675	225	900	12,912	16,614
Roxobel, St Mark	8	3,980	5,267	6,086	90	6,176	5,046	5,446	502	89	591	6,037	6,086
Scranton, St John	0	0	2,598	2,598	0	2,598	2,398	2,398	200	0	200	2,598	2,598
Shallotte, St James	54	0	57,183	70,648	58,918	129,566	60,649	62,112	4,167	1,888	6,055	68,167	59,648
Southport, St Philip	84	80,154	72,715	88,986	19,436	108,422	63,752	63,752	6,360	2,345	10,570	74,322	88,986
Sunbury, St Peter	8	7,556	9,116	11,595	93	11,688	8,795	10,067	291	93	384	10,451	11,595
Swansboro, St Peter	67	57,444	62,504	67,479	1,061	68,540	57,333	57,333	4,240	1,598	6,801	64,134	67,479

DIOCESE OF East Carolina, Page: 3

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FINANCIAL STATISTICS DATA YEAR 91	PLEDGING UNITS	PLEDGED FOR NEXT YEAR	REVENUES: PLATE AND PLEDGE	REVENUES: TOTAL OPERATING REVENUES	REVENUES: TOTAL NON-OPERATING REVENUES	REVENUES: TOTAL REVENUES	EXPENDITURES: OPERATING EXPENSES	EXPENDITURES: TOTAL WORK WITHIN CONG.	EXPENDITURES: TO DIOC. & GEN. CHURCH	EXPENDITURES: OUTREACH	EXPENDITURES: TOTAL WORK OUTSIDE CONG.	EXPENDITURES: TOTAL EXP., OPERATING ACCOUNTS	NET DISPOSABLE BUDGET INCOME
Thomas Landing, St Philip	0	0	9,661	10,333	0	10,333	7,822	7,822	825	1,907	2,732	10,554	10,333
Tranton, Grace	0	0	16,459	19,995	17,148	37,143	7,608	7,608	530	330	860	8,468	16,459
Vanceboro, St Paul	0	0	16,395	28,685	0	28,685	15,543	24,599	1,300	305	1,605	26,204	28,685
* Washington, St Paul	31	7,550	12,328	12,328	0	12,328	11,902	20,548	0	249	249	20,797	12,328
Washington, St Peter	249	248,500	262,362	273,286	43,019	316,305	221,298	221,298	56,082	4,030	65,766	287,064	270,786
Washington, Zion	0	0	16,437	29,860	671	30,531	28,915	28,915	1,800	928	3,666	32,581	29,860
Whiteville, Grace	32	44,272	62,093	62,093	275	62,368	54,145	54,145	5,512	1,641	7,428	61,573	62,093
Williamston, Advent	66	100,816	96,676	101,032	9,042	110,074	72,768	76,613	19,870	4,250	30,465	107,078	98,988
Wilmington, Good Shepherd	59	53,921	41,713	81,110	0	81,110	71,182	76,694	3,630	786	4,416	81,110	72,110
Wilmington, Servant	52	62,000	57,833	71,642	9,135	80,777	69,254	74,991	500	1,469	4,138	79,129	71,642
Wilmington, St Andrew	159	173,314	175,776	206,051	12,486	218,537	184,980	202,980	3,950	1,195	5,145	208,125	206,051
Wilmington, St James	408	327,000	346,689	422,320	110,571	532,891	387,955	437,348	67,000	5,533	85,533	522,881	394,025
Wilmington, St John	212	184,000	272,388	276,380	42,020	318,400	282,232	284,672	64,804	11,127	81,712	366,384	276,380
Wilmington, St Mark	55	41,250	28,521	30,521	800	31,321	46,440	46,440	3,000	0	3,000	49,440	29,521
Wilmington, St Paul	123	108,394	92,902	128,975	327,289	456,264	164,050	180,938	11,124	18,291	30,911	211,849	128,975
Windsor, St Thomas	47	62,470	65,507	106,779	36,367	143,146	98,149	132,224	8,125	800	8,925	141,149	106,779
Woodville, Grace	10	8,850	8,989	9,585	1,448	11,033	6,056	9,024	945	1,503	2,448	11,472	9,585
GRAND TOTAL:	5,102	5,465,532	5,945,525	6,793,214	2,446,065	9,239,279	5,765,798	6,581,270	966,750	405,186	1,488,823	8,070,093	6,640,658

DIOCESE OF East Carolina, Page: 4

* Indicatas incomplete or obsolete data.

Diocese of East Carolina

CONSTITUTION, CANONS
AND RULES OF ORDER
OF THE DIOCESE OF EAST CAROLINA
AND
CHARTER AND BY-LAWS
OF THE EPISCOPAL FOUNDATION
OF THE
DIOCESE OF EAST CAROLINA, INCORPORATED

1992

Constitution

ARTICLE I
Territorial Limits

This Diocese as established by the Sixty-seventh Convention of the Diocese of North Carolina, in May, 1883, at Charlotte, embracing all that portion of the territory of the State of North Carolina, which includes the counties of Hertford, Bertie, Martin, Pitt, Greene, Wayne, Sampson, Cumberland, Hoke and Robeson, and all the counties lying between these counties and the Atlantic Ocean, shall be known as the Diocese of East Carolina.

ARTICLE II
Accession to Constitution of Protestant Episcopal Church in the United States of America

The Church in this Diocese accedes to the Constitution and Canons of that branch of the Holy Catholic Church known as the Protestant Episcopal Church in the United States of America, and recognizes the authority of the General Convention thereof.

ARTICLE III
Time and Place of Meeting of Annual Convention

Section 1. There shall be an Annual Convention to meet within the Diocese at such time and place as may be determined by the next preceding Convention, or in the event of no such determination, at such time and place as may be agreed upon by the Bishop and Standing Committee, or appointed by the Standing Committee, in case of the disability of the Bishop, or a vacancy in his office.

Section 2. But the time or place of such meeting may be changed or Special Conventions may be called by the Bishop and Standing Committee or by the Standing Committee in case of disability or vacancy as provided in the preceding section, subject nevertheless to such Canonical provisions as may hereafter be made; provided that no Special Convention shall be called without at least thirty days notice, which notice shall be mailed by the Secretary of the Convention at least twenty days before the meeting of such Special Convention to each Clergyman entitled to a seat in the Convention, and to each Clerk of such Parish as has no Rector in charge, and to the Clerk of each Mission that has no missionary in charge, and shall specify the business and purpose for which said Special Convention is to be held; and no other business shall be proposed or acted upon except by a concurrent vote of two-thirds of both orders present, voting by orders.

Section 3. Election shall be held by the several Vestries, or at the option of each Vestry, by the congregation, for delegates to special Conventions; but in the event of the failure to elect such delegates, those who were elected to the preceding Annual Convention - subject to the provisions of Article IV, Sections 3 and 4 of this Constitution-shall hold over.

ARTICLE IV
Personnel of Convention

Section 1. The Convention shall be composed of the two Orders - Clerical and Lay. The Bishop of the Diocese, or in his absence, the Bishop in charge as representing the Episcopal Authority shall, if present, preside at all meetings of the Conventions.

The Bishop Coadjuter and the Bishop -Suffragan, if there be such, shall be entitled to seats and votes in the Convention, and if there be none such present, the Convention shall elect its presiding officer.

Section 2. Every Clergyman of the Church having been Canonically connected with and resident within the Diocese for three months next preceding any meeting of the Convention, including such portion of the time as he may have been a candidate for Orders, shall be entitled to a seat and vote in the Convention except in the election of a Bishop, in which case such connection and residence must have been for six months to entitle him to vote; provided, that the restriction as above in regards to residence shall not apply to professors, tutors or students in any institution of learning maintained in whole or in part by this Church, or to the clerical officers or agents of the Executive Council of the Episcopal Church or to Chaplains in the Armed Forces: provided further that any Clergyman who has been Canonically connected with the Diocese for at least three years and who has not been in attendance at one of the last three Annual Conventions shall have seat and voice, but no vote, at any meeting of the Convention.

Section 3. (a) Each church within the Diocese, whether a parish or mission, shall be entitled to be represented to be represented by lay delegates according to the number of its confirmed communicants in good standing of sixteen years of age or older, as follows: from 10 to 50 such communicants, 1 lay delegate; from 51 to 100 such communicants, 2 lay delegates; from 101 to 300 such communicants, 3 lay delegates; from 301 to 500 such communicants, 4 lay delegates; over 500 such communicants, 5 lay delegates. The number of confirmed communicants in good standing of sixteen years of age or older shall be determined from each church's parochial report as of December 31st preceding the annual Convention. Each church's delegates shall be chosen by the Vestry, or at the option of the Vestry, by election by the congregation, from the confirmed communicants in good standing of sixteen years of age or older of the church.

(b) Any Parish or Mission within the Diocese, which has been acknowledged by the Bishop as the sponsoring parish or mission of a College or University Student Fellowship, shall be entitled to be represented by one additional student lay delegate. The student delegate shall be chosen by the Vestry by the sponsoring parish, or at the option of the Vestry, by election of the Student Fellowship.

Section 4. Each church shall be entitled to select one alternate lay delegate for each of its lay delegates, such alternate delegates to be chosen in the same manner as the delegates.

Section 5. (a) It shall be lawful for the Convention to exclude or suspend from Lay representation any Parish or Mission neglecting or refusing to appoint delegates to the Convention for two successive years, or neglecting or refusing to comply with any lawful requirement of the

Convention; providing, that a vote of a majority of all the clergy present in the Convention, and two-thirds of the lay delegates present in the Convention shall be required for such exclusion or suspension.

(b) Any Parish or Mission which fails to keep or cause the keeping of the records or to file or cause the filing of the reports required by the canonical provisions shall be denied any representation at the next Annual Convention and each one thereafter until such records are brought current and such reports are filed. However, if good cause is shown in the opinion of the Convention delegates, the Parish or Mission may be relieved of the penalty prescribed by this paragraph by a vote in favor of such relief by two-thirds of the delegates voting on the question. If a vote by orders is called for, relief of the penalty must carry by two-thirds of the votes cast in each order.

Section 6. If any Parish or Mission shall neglect or decline to appoint Lay Delegates, or shall have been excluded or suspended from the right of doing so by the Convention, or if any or all those appointed shall not be present, such Parish or Mission shall nevertheless be bound by the acts of the Convention.

Section 7. In a vote by Orders and Parishes in any session of the Convention, no delegation from any church shall have a vote if such church has not been represented in at least one of the last three, consecutive, regular annual meetings of the Convention.

ARTICLE V
Powers of Convention

Section 1. The Convention shall be sole judge of the election and qualification of its own members. It shall have power to adopt Rules of Order for its own government, elect officers and raise funds; and shall have such other legislative powers as may be necessary and proper for the well-being of the Diocese.

Section 2. The Convention shall have no power to pass any Canon infringing the Episcopal Authority, but may adopt resolutions of advice or inquiry or institute any proceedings deemed necessary for the purpose of impeachment of the Bishop.

ARTICLE VI
Quorum

To constitute a quorum for the purpose of ordinary business the presence of a majority of all clergy entitled to seat and vote (exclusive of non-parochial clergy) and of a majority of the lay delegates entitled to representation in the Convention shall be necessary. Any less number shall be competent to receive reports and to adjourn.

ARTICLE VII
When to Vote by Orders
When to Vote by Orders and Parishes
When to Vote by Delegates

Section 1. Upon any question before the Convention when it may be required by any one clerical or lay member, the two Orders shall vote separately. If a vote by Orders is required, each clerical member shall be entitled to one vote and each lay member to one vote and concurrence of

majorities of both Orders shall be necessary to a decision. If a vote by Orders and Parishes is required, each clerical member shall be entitled to one vote; the delegation from each church with five lay delegates shall be entitled to one vote, the delegation from each church with four lay delegates shall be entitled to four-fifths vote, the delegation from each church with three lay delegates shall be entitled to three-fifths vote, the delegation from each church with two delegates shall be entitled to two-fifths vote, the delegation from each church with one lay delegate shall be entitled to one-fifth vote; and a concurrence of majority of both Orders shall be necessary to a decision. When no such division is called for, each member of the Convention shall be entitled to one vote.

Section 2. All elections shall be by ballot unless otherwise unanimously ordered.

ARTICLE VIII
Officers of Convention

Section 1. The Convention shall annually elect a Secretary, a Treasurer, a Chancellor and a Historiographer.

Section 2. Should there at any time be no such election, then the officers last before elected shall hold over until such election shall be had.

Section 3. Should the office of Secretary, Treasurer, Chancellor or Historiographer become vacant at any time preceding the annual election, the Ecclesiastical Authority shall power to fill the vacancy till such time as election shall be held.

ARTICLE IX
Standing Committee

Section 1. The Standing Committee shall consist of three clergymen of the Diocese and three lay persons, confirmed communicants in good standing of sixteen years or older and residents of the Diocese. The members of the Standing Committee shall be elected by the Convention for three year terms, with one clergyman and one lay person elected annually; provided that the number elected and the terms may be varied initially to produce such staggered terms. No member who has served on the Committee shall be eligible for re-election, or appointment to fill a vacancy, until one year after the expiration of his term. The Committee shall elect its President and Secretary annually and shall have power to fill, until the next Annual Convention, any vacancy that may occur on the Committee.

Section 2. In case of the absence or inability of the Bishop, the duties assigned to him by this Constitution shall be performed by the Bishop-Coadjutor (if there be one), in so far as it is not inconsistent with the Constitution and Canons of the General Convention.

Section 3. Where there is no Bishop the Standing Committee shall be the Ecclesiastical Authority of the Diocese, and, as such, may invite the temporary services of other Bishops, and, for due cause, may change the time or place of the annual meetings of the Convention, and they may also summon special Conventions, and shall do so upon the call of one-third of the Clergy of the Diocese, or of one third of the Parishes in union with the Convention, as appearing upon the lists of the Journal last before published. And although there be a Bishop, the Standing Committee shall have

power to call Special Conventions for the purpose of proceedings relative to his impeachment, and shall do so upon a similar requisition by the Clergy or Laity.

ARTICLE X
Organization of Missionary Congregations

Section 1. Any ten or more confirmed communicants in good standing of sixteen years of age or older may organize themselves into a Mission, and be received into union with the Convention, by taking such steps as may provided for by Canon.

Section 2. The Bishop of the Diocese may, with the written consent of the Rector of any Parish (a copy of which shall be filed with the Historiographer of the Diocese), establish, within the limits of such Parish, Missionary Congregations, whose Ministers shall be independent of the Rector and responsible to the Ecclesiastical Authority only; provided, that with the advice and consent of the Standing Committee, the Bishop shall have power to establish such independent Missionary Congregations without the consent of the Rector.

ARTICLE XI
Authority of Rectors

Section 1. Any Presbyter regularly called to the charge of a Parish and entering thereupon shall, during the time of such charge, be held to be the Rector of said Parish.

Section 2. The Rector is recognized as having, by virtue of his office, the exclusive regulation, under his Canonical superiors, of all spiritual concerns of the Parish; as being entitled at all times to have access to the Church building and to open the same for services or instruction of this Church as he may deem proper; to call meetings of the Vestry of congregation, when present to preside at the same, and in case of a tie to give the deciding vote.

ARTICLE XII
Canons for Trial of Clergymen

The Convention shall pass Canons for the trial of Clergymen.

ARTICLE XIII
Rule of Voting for Election of a Bishop, Bishop Coadjutor, or Bishop Suffragan

In the election of a Bishop, or Bishop Coadjutor, or a Bishop Suffragan, the Convention shall vote by ballot and by Orders and Parishes, as described in Article VII, Section 1, and the concurrence of a majority of all the clergy entitled to seats in the Convention and a majority of the lay delegates voting by parishes (churches) shall be necessary to an election. All clergymen who have been retired on account of age or disability and all non-parochial clergy are entitled to a seat and, if otherwise entitled thereto, to a vote in the Diocesan Convention, but their absence at any Convention shall not be counted in determining a constitutional majority.

ARTICLE XIV
Rules of Voting in Parochial and Mission Elections

In all Parochial and Missions Elections, those entitled to vote therein shall meet the following qualifications.:

1. Be Confirmed.
2. Be sixteen (16) years of age or older.
3. Be a communicant in good standing of the Parish or Mission.
4. Shall have subscribed the following declaration, to wit:

   We the undersigned, to hereby consent to be governed by the Constitution and Canons of the Church, as set forth in the General Convention, and by the Constitution and Canons of the Church in this Diocese.

ARTICLE XV
Method of Amending Canons

No new Canon shall be passed, nor shall any existing Canon be amended, upon the day upon which said new Canon or amendment may be proposed, without unanimous consent. Nor, without a similar consent shall the question upon the passage of such Canon or amendment be finally put without previous reference to a committee.

ARTICLE XVI
Method of Amending the Constitution

Any proposition to alter this Constitution shall be made in writing, and if approved by a majority of the Convention, shall be submitted to the next Convention; and if then approved by a majority of each of the two Orders present, voting by Orders and Parishes as described in Article VII, it shall become a part of this Constitution.

ARTICLE XVII
When Amendments Become Effective

All Constitutional amendments shall take effect from and after the adjournment of the Convention at which they shall have been ratified, unless it shall be otherwise ordered by a vote by Orders.

CANONS

CANON 1

List of Members of the Convention and Committees

Section 1. Clergy. It shall be the duty of the Secretary, before the opening of the Annual Convention, to apply to the Ecclesiastical Authority for a correct list of the Clergy entitled to seats. Such lists shall be prima facie evidence of said title, and form it the Secretary shall prepare the roll for the purpose of organization.

Section 2. Laity. The Clerk of the Vestry of each Parish and the Clerk of each Mission electing Lay Delegates to the Convention shall furnish three certificates of said election, whereof one shall be handed to the Delegates elect, one shall be forwarded to the Secretary of the Convention, and one to the Minister of the Parish where the Convention is to be held, the latter two to be mailed at least two weeks before the time appointed for the opening session. From these certificates the Secretary shall prepare a list of Lay delegates to ascertain the presence of a quorum, and shall insert no name upon the list without the evidence of one of said certificates, unless specially directed by the Convention. Defective or doubtful certificates shall be laid aside to be acted upon after the Convention shall have been organized.

Section 2.1 Communicant. Wherever the word communicant appears in these canons, such word is hereby defined to mean "a confirmed communicant in good standing of sixteen years of age or over."

Section 3. Ex-Officio Member. The Trustees of the Diocese, the members of the Standing Committee, the members of the Executive Council, the Directors of the Episcopal Foundation of the Diocese of East Carolina, Incorporated, the members of committees and commissions elected by the Convention, the Secretary, Treasurer, Chancellor, and Historiographer shall be ex-officio members of the Convention, but without the right to vote.

Section 4. The following committees shall be included in the committees of the Convention:

(a) The Committee on Canons shall consist of three clergymen and three lay persons, appointed by the Bishop at the annual Convention.

(b) The Committee on Relations to and Communications from the General Convention shall consist of the elected clerical and lay deputies to the General Convention and such other persons, not exceeding four, as may be appointed by the Bishop at the annual Convention; the clerical deputy elected by the largest number of votes shall be chairman of the committee.

(c) The Diocesan Convention Committee shall consist of three clergymen and four lay persons, appointed by the Bishop. The Secretary of the Convention and the Chairman of the Liturgical Commission shall be ex-officio members of the committee. The committee shall make recommendations with regard to the dates and places of annual and special Conventions, shall make proper arrangements for each meeting, shall set registration fees and other charges, shall prepare and submit annually to the Finance Department a budget for expenses of the Convention and for

publication of the Diocesan Journal, shall keep records of receipts, disbursements and proceedings, and shall perform such other duties as may be assigned by the Convention or by the Bishop.

(d) The Committee on the Bishop's Address shall consist of two clergymen and three lay persons, appointed by the Bishop. The committee shall consider the Bishop's Annual Address and shall report to the Convention as the committee deems appropriate.

CANON 2
Services

On the first morning of any annual or special meeting of the Convention the Holy Communion shall be administered.

CANON 3
Rules of Order

The convention shall adopt Rules of Order, which shall continue in force until altered.

CANON 4
Secretary

Section 1. The Secretary shall issue notices of all meetings of the Convention under direction of the Ecclesiastical Authority. He shall prepare the Canonical list of the Clergy and Lay Delegates entitled to seats therein. In the Absence of both the Bishop and the President of the Standing Committee, he shall call the Convention to order for the purpose of organization. He shall keep a record of its proceedings, under its direction, in a suitable book to be kept for that purpose. He shall be admitted to a seat in the Convention and to participation in its deliberations, without the right of voting.

Section 2. He shall prepare and issue the Journals as may from time to time be directed by the Convention, and shall preserve thirty copies of the same for the use of the members of the next succeeding Convention, together with such other papers in his keeping as he may think likely to be required for reference. He shall also prepare a complete list of the parishes and missions entitled to representation and shall publish such list in the Journal.

Section 3. He is hereby authorized upon voucher approved by the Chairman, or other designated member of the Department of Finance to draw upon the Treasurer for the amount of expenses necessarily incurred from time to time, in discharging the duties prescribed by this Canon.

Section 4. The Secretary of each Parish and Mission is directed to transmit to the Secretary of the Diocese, as soon as practical after the election of delegates to each annual Convention of the Diocese, a list showing the names of the delegates and alternates to said Convention from his Parish or Mission.

CANON 5
Treasurer

The Treasurer shall have custody of all funds, monies and securities belonging to the Diocese, except trust funds vested in the Trustees of the

Diocese and trust funds held by the Episcopal Foundation of The Diocese of East Carolina, Incorporated. For purposes of the preceding sentence trust funds vested in the Trustees of the Diocese shall include funds, monies and securities (and reinvestments thereof) given or bequeathed to the Diocese or the Trustees, or transferred to the Trustees, (a) in trust or specific terms stated in an agreement or will, or (b) with restrictions or designations as to use of principal or income and under conditions which require holding the funds, monies and securities for longer than twelve months. The Treasurer under direction of the Convention, or of the Executive Council between meetings of the Convention, shall receive, manage, invest, disburse and transfer the funds, monies and securities in his custody, and shall keep and return an account thereof to the Executive Council for incorporation in its report to the Convention, a reasonable time prior to each annual meeting of the Convention. Said report shall include a complete list of all securities belonging to the Diocese (other than securities vested in the Trustees of the Diocese). He shall give bond for the faithful discharge of his duties in such sum as the Executive Council shall from time to time designate, such bond to be approves by and deposited with the Trustees of the Diocese. He shall be admitted to a seat in the Convention and to participation in its deliberations, without the right of voting.

The Treasurer is authorized, with the approval of the Executive Council, to transfer funds and monies belonging to the Diocese to The Episcopal Foundation of The Diocese of East Carolina, Incorporated, to be held temporarily or for a specified or indefinite time, to be managed and invested by the Foundation and to be returned to the Treasurer in accordance with his instructions.

CANON 6
Chancellor

The Chancellor, who shall be a member of the legal profession, and a communicant of the Church in this Diocese, shall be elected upon nomination by the Bishop. He shall be the legal advisor of the Bishop, of the Standing Committee, of the Executive Council and of the Trustees of the Diocese and counsel in all suits of law that may arise in the administration of the affairs of the Diocese. He shall be admitted to a seat in the Convention and to participation in its deliberations, without the right of voting.

If the Chancellor dies, resigns or becomes incapacitated, his successor shall be appointed by the Bishop to serve until the next Annual Convention.

CANON 7
Historiographer

Section 1. The duty of the Historiographer shall be to receive and safely keep all books, documents and manuscripts belonging to the Diocese not required to be kept by any other persons or officer. He shall also collect and preserve such materials as can be obtained relative to the history of the Diocese and of particular Parishes, and shall catalogue and classify all books, documents and papers, so as to make their contents accessible for reference.

Section 2. He shall annually report in writing to the Convention, showing with such detail as may be expedient, the condition of the materials in his hands, and the additions made to them from time to time, with such suggestions as he may deem proper concerning them. He shall be admitted to a seat in the Convention, and to participate in its deliberations without the right of voting.

CANON 8
The Executive Council

Section 1. The Executive Council, as hereinafter constituted, shall administer and carry on the Missionary, Educational and Social Work of the Church in this Diocese, of which work the Bishop shall be the executive head.

Section 2. The Executive Council shall exercise all the powers of the Diocesan Convention, between the meetings thereof, in connection with the unification, development and prosecution of the work of Missions, Church Extension, Religious Education, Christian Social Service and the Church Pension Fund and all Diocesan Institutions; for the performance of such work as may be committed to it by the Diocesan Convention, and for the initiation and development of such new work between said meetings as it may deem necessary, subject however, to the provisions of the Constitution and Canons, and other directions of the Diocesan Convention.

Section 3. The Executive Council shall be composed of the Bishop, the Bishop Coadjutor and Bishop Suffragan (if there be such) and twenty-one members elected by the Convention, of whom nine shall be clergymen of the Diocese and twelve shall be lay persons, communicants in good standing sixteen (16) years of age or older and residents of the Diocese. The President of the Standing Committee, the Secretary, the Treasurer, and the Chancellor shall be ex-officio members of the Executive Council, without the right of voting. Except with respect to the President of the Standing Committee, as above provided, no member of the Standing Committee shall be eligible to serve at the same time as a member of the Executive Council.

Section 4. The members of the Executive Council shall be elected for three year terms. Three clergymen and four lay persons shall be elected at each annual Convention; provided, however, at the 1975 Annual Convention, three clergymen shall be elected for terms of three years, four lay persons shall be elected for terms of three years, one lay person for a term of two years and one lay person for a term of one year. A member who has served on the Council for as much as one full year shall not be eligible for reelection, or appointment to fill a vacancy, until one year after the expiration of his term. The Executive Council shall have power to fill any vacancy in the Council that may occur through death or resignation of any member. Appointments to fill any such vacancy shall be for a period expiring at the close of the next Annual Convention. Any person appointed to fill a vacancy who is eligible for election but is not elected to the Executive Council at the next Annual Convention may not be appointed to fill any vacancy for a period of one year following such Convention.

Section 5. The Bishop shall be the Chairman of the Council. The Council may elect one of its own members, whether clerical or lay, as Vice

Chairman and prescribe his duties. The Secretary of the Convention shall be the Secretary of the Executive Council.

Section 6. The Executive Council shall provide for a Department of Finance or Finance Committee and shall have power, from time to time, to organize such other departments and committees as it may deem necessary or advisable to carry out its responsibilities, and it shall determine the scope of the work of all departments and committees. The Bishop shall appoint the chairman and members of each department or committee. Each department or committee shall make a report, at least annually, to the Bishop and the Executive Council. The Executive Council may enact all necessary by-laws for its own government, and for the government of each department and committee, subject to the provisions of the Canons of the Diocese and any resolutions adopted by the Convention of the Diocese.

Section 7. The Executive Council shall submit to each annual meeting of the Diocesan Convention a report of the work done under its supervision for the preceding year, which report shall include the annual report of the Treasurer. The Executive Council shall also at each annual meeting of the Diocesan Convention submit for its approval and adoption a budget for all the work committed to the Council, including the general work of the Church in the Diocese, and such other work as it has undertaken, or proposed to undertake for the ensuing year. The following, among other items, shall be included in budgeted income: pledges of Parishes and Missions for the support of the Diocese, including pledges from prior years, any budget surplus from the preceding year, and unrestricted income from trust funds, investments, permanent or unappropriated funds and reserves and unrestricted income from The Episcopal Foundation of The Diocese of East Carolina, Incorporated. Provision may be made in said budget for the necessary and reasonable expenses of the officers and members of the Executive Council. Such budget and estimate shall be considered by the Diocesan Convention and appropriate action taken. The Executive Council shall have power to expend all sums of money provided for in said budget as adopted by the Diocesan Convention. The Executive Council shall have power to make or delegate to others the making of all decisions with regard to the acceptance, receipt, use, management, investment, disbursement and transfer of unbudgeted receipts and gifts or bequests of money, securities or property received by the Diocese or any officials or agencies thereof (except gifts or bequests to the Bishop's Discretionary Fund and restricted funds of the Episcopal Foundation of The Diocese of East Carolina, Incorporated), subject, however, to the provisions of any will, agreement, restriction or designation governing such gifts or bequests and subject to action of the Diocesan Convention.

Section 8. The Executive Council shall meet with the Bishop at such stated times as it, with his concurrence shall appoint, at least twice a year, and at such other times as he shall convene it. Eleven voting members of the Executive Council, including at least four in the Clerical Order and six in the Lay Order, with the Bishop or Vice-Chairman, shall constitute a quorum; the Vice-Chairman, if a voting member, shall be counted as a member in determining a quorum. A meeting shall be called by the Bishop, or if there is no Bishop in the Diocese, by the Vice-Chairman, at any time upon written request of at least five members of the Executive Council. Ten days notice of such meeting shall be given by the Secretary.

Section 9. All salaries, other than that of the Bishop, and those fixed by the Diocesan Convention, shall be fixed by the Executive Council.

Section 10. With the exceptions hereinafter noted, all departments, committees, commissions and boards of the Diocese shall be responsible to and shall report at least annually to the Bishop and Executive Council. The exceptions are: the Standing Committee; The Committee on Canons; the Committee on Relations to and Communications from the General Convention; the Trustees of the Diocese; the Committee on Parishes and Missions; the Church Pension Fund Committee; any committee appointed by the Bishop which is directed to be responsible and to report only to him; and committee appointed or elected by the Convention or under its authority which is directed to be responsible and to report only to the Convention or to report in a manner inconsistent with this Section 10. The Executive Council shall be the sole custodians of all existing committee records and reports.

Section 11. The Bishop may appoint clergyman and lay persons of the Diocese, not exceeding eighteen in number, as member of a Consulting Committee. Members of the committee shall serve for one year. They may attend meetings of the Executive Council at the invitation of the Bishop and may participate in its deliberations but shall have no right of voting.

CANON 9
The Episcopal Foundation of The Diocese of East Carolina, Incorporated

The Episcopal Foundation of The Diocese of East Carolina, Incorporated, herein called the Foundation, is a diocesan corporation created under the law of North Carolina for the purpose of holding, managing and investing property of the Diocese of East Carolina, either temporarily, for a specified or indefinite time, or permanently, and for the purpose of providing (1) funds, the income from which is to be used for the promotion of new work in the Diocese of East Carolina and for the development of the religious, educational and charitable work of The Protestant Episcopal Church in the Diocese of East Carolina, (2) funds to be used for making loans to parishes, missions, diocesan institutions and church organizations for capital improvements and (3) funds for capital grants to parishes, missions, diocesan institutions and church organizations for capital improvements.

The Foundation is authorized to receive gifts, devises and bequests of real and personal property from individuals, contributions or donations from churches, corporations and organizations, transfers of funds from the Treasurer of the Diocese pursuant to Canon 5, and transfers of property from the Trustees of the Diocese pursuant to Canon 12, Section 2. Money or property given by donors to the Foundation without restrictions on disposition or use may be placed in an income fund, a loan fund, a capital grant fund, or an unrestricted fund in the discretion of the Board of Directors of the Foundation. Gifts will be accepted subject to restrictions by donors that only income from gifts may be spent, that the principal may be used only for revolving loans or for capital grants, or that the gifts or the income therefrom may be used only for designated purposes in or for the benefit of the Diocese of East Carolina; provided, however, that the Foundation may decline to accept any gift, bequest or devise that purpose of which does not conform to the purposes set out in this Canon and the

charter of the Foundation or which would be burdensome or impractical to administer.

The operation of the Foundation shall be under the control of its Board of Directors, who shall be selected by the Diocesan Convention as set out in the by-laws of the Foundation. Foundation income available for expenditure for diocesan purposes, after payment of operating expenses of the Foundation, and funds available for loans and grants to churches or other recipients thereof shall be paid to the Treasurer of the Diocese for disbursement by him.

The Board of Directors of the Foundation shall annually make a report to the Diocesan Convention showing the names of the several funds, trusts or endowments held by it, the sources, dates and amounts thereof, the terms governing use of principal and income, the manner in which the funds are invested, the disbursements or payments made during the year and the purposes for which said disbursements have been made. The Board of Directors of the Foundation shall make a similar report to the Executive Council as often as required by the Executive Council and not less frequently than each six months.

CANON 10

A. Deputies to the General Convention

Section 1. At each Annual Convention held in the year preceding the year in which a regular session of the General Convention is held, there shall be elected four Clerical Deputies, who are Presbyters canonically resident in the Diocese, and four Lay Deputies to the General Convention, who shall be communicants of this Church, having domicile in the Diocese. There shall also be elected four alternate Clerical and four alternate Lay Deputies, subject to the same provisions as the original Deputies above mentioned. Such election may, if the Convention so decrees by a majority vote, be made upon a majority of the votes cast, or upon a plurality, whereby the four persons receiving the four highest number of votes shall be elected as Deputies, and the four next highest shall be elected as Alternates.

Section 2. The members of the deputation who are elected shall be recorded in the order of their election as indicated by the number of votes cast for each and in the case of the same number of votes having been cast for two or more in either Order, precedence shall be given to the Clerical alternates in the order of official, and to the Lay alternates in the order of personal seniority; and the Secretary shall insert the names of the alternates in this order upon the Journal.

Section 3. Deputies elected to the General Convention, finding themselves unable to attend, shall, four weeks at least before the time of meeting, give notice to the Diocesan Secretary, who shall at once notify the proper alternate.

B. Delegates to the Provincial Synod

Section 4. The Executive Council shall elect such number of clergy and lay delegates as it deems advisable to attend the Provincial Synod. Such election shall take place at such time as shall be convenient to give timely notice to the Synod of such elections.

CANON 11
Trustees of the University of the South

Section 1. There shall be elected by the Convention at such intervals as are, or may be required by the Constitution or Statutes of the University of the South, one Presbyter and two Laymen, as members of the Board of Trustees of that institution on the part of the Diocese.

Section 2. The said members shall annually report to the Convention the condition and progress of the University, with such particulars in regard to the various departments as they may deem necessary to inform the people of the Diocese as to the literary, moral, and spiritual value of the work of that institution and its claims upon them for patronage and support.

Section 3. In case of the death, resignation or disability of any of the Trustees elected on the part of this Diocese, the vacancy may be filled by the Ecclesiastical Authority until an election for that purpose shall be made by a succeeding Convention.

CANON 12
Trustees of The Diocese

Section 1. The Bishop, or when there is no Bishop, the President of the Standing Committee, together with two (2) lay persons to be elected by the Convention, shall constitute the Board of Trustees for the Church in this Diocese. The Trustees under the direction of the Convention, or of the Executive Council between meetings of the Convention, shall receive, hold, manage, invest, disburse and transfer trust funds vested in the Trustees, which trust funds shall include funds, monies, and securities (and reinvestments thereof) given or bequeathed to the Diocese or the Trustees, or transferred to the Trustee, (a) in trust on specific terms stated in an agreement or will, or (b) with restrictions or designations as to use of principal or income and under conditions which require holding the funds, monies and securities for longer than twelve months. The Trustees shall hold title to real estate vested in them as provided in this Canon. The provisions of any will or agreement controlling investment, management, use or disbursement of funds and property vested in the Trustees shall be complied with in each instance. The Trustees shall keep the Diocesan House in repair and the grounds in good order to provide an allowance for these purposes.

Section 2. The two (2) lay members of the Board of Trustees shall serve a term of two (2) years but may not serve more than two (2) consecutive two-year terms. The terms of these two (2) lay persons shall be staggered so that one will be elected at each Annual Convention. In 1974, the person receiving the highest number of votes shall serve a one year term. Thereafter, persons elected to the Board of Trustees shall serve for two (2) years or until their successors are elected.

Persons eligible for election shall be eighteen (18) years of age or older, communicants in good standing and residents within the Diocese.

Section 3. The Trustees of the Diocese are authorized with the approval of the Executive Council, to transfer trust funds and other investment property of the Diocese, vested in or held by the Trustees, to The Episcopal Foundation of The Diocese of East Carolina, Incorporated, to he held,

managed and invested for the benefit of the Diocese, subject in every case to the provisions of any will or agreement controlling investment, management, use or disbursement of said funds and property, and subject to applicable federal and state laws and the constitution and canons of this Diocese and The Protestant Episcopal Church. At any time, on reasonable notice, the Trustees with the approval of the Executive Council may require The Episcopal Foundation of The Diocese of East Carolina, Incorporated to return and transfer back to the Trustees any trust funds or other investment property transferred to the Foundation pursuant to this section.

Section 4. Whenever the title to real property in any Parish is vested in the Trustees of the Diocese for the benefit of the Parish, the said Trustees shall have the power to convey said property upon the written request of the Vestry of such Parish, if in the opinion of said Trustees it is advisable so to do; but if, in their opinion, it is not advisable to make such conveyance, they shall report the facts to the next Convention.

Whenever title to real property is vested in the Trustees for the benefit of any Mission or organization of the Diocese, other than a Parish, the said Trustees shall have the power to convey said property upon written request and approval of the Bishop, or the Ecclesiastical Authority, and upon like request shall have power to convey the property and reinvest the proceeds in other property, such reinvestment to be held in trust for the benefit of such Mission or organization.

The title of all real estate belonging to this Diocese in its own right is hereby declared to be vested in the Trustees of the Diocese, and the Trustees of the Diocese are hereby authorized to convey said property in fee simple, whenever in their judgement such action is for the best interest of the Diocese, but no such action shall be taken except by unanimous consent of all the Trustees of the Diocese.

Section 5. Any vacancy occurring in this Board by death or otherwise may be filled by the Ecclesiastical Authority.

CANON 13
Diocesan Commission on Ministry

Section 1. There shall be a Diocesan Commission on Ministry, consisting of eight priests of the Diocese, one Vocational Deacon, and four lay persons, communicants and residents of the Diocese. The members of the Commission shall be elected by the Convention, on nomination by the Bishop, for four-year terms. One Vocational Deacon will be elected every four years. Two priests and one lay person will be elected annually; provided, that the number elected and the terms may be varied initially to produce such staggered terms. No member who has served on the Commission shall be eligible for re-election, or appointment to fill a vacancy, until one year after the expiration of the member's term. The Standing Committee shall elect priests, the Vocational Deacon, or lay persons, on nomination by the Bishop, to fill any vacancy that may occur on the Commission between the annual meetings of the Convention. The chairman of the Commission shall be a priest designated annually by the Bishop.

Section 2. The Commission shall perform the duties and functions prescribed in Title III, Canon 1 of the General Church Canons, shall conduct and evaluate the examination of persons for Holy Orders, in

supporting the development, training, utilization and affirmation of the ministry of the laity and the world, and shall perform such other duties as may be assigned to it by the Bishop.

CANON 14
Organization of Parishes and Missions

Section 1. A new Parish may, upon application, be admitted into union with the Convention, if duly organized according to the requirements set forth in the following section of this Canon, and if, in the judgement of the Convention (upon favorable report of a committee appointed for the purpose of inquiry into the case), the Parish gives promise of such sufficient strength as will enable it to permanently maintain its organization.

Section 2. The requirements for the organization of a new Parish shall be:

First: To obtain the written consent of the Ecclesiastical Authority.

Second: If within the limits of some already existing Parish or Parishes, to obtain the written consent of the Rector or Rectors of said Parishes.

Third: To assume a suitable name and elect a Vestry, as prescribed in Canon 15 "Of the Vestry."

Fourth: To provide a book with a caption for the signature of all the voters in the Parish consenting to be governed by the Constitution and Canons of the General Convention and of this Diocese, as directed in Article X, Section 3, of the Constitution of this Diocese.

And every new Parish applying for admission into union with the Convention shall present satisfactory evidence that all of the above requirements have been duly complied with.

Section 3. Any Missionary Station outside the limits of any Parish, may at his discretion, be organized by the Bishop as a Mission, and the Bishop may at any time dissolve such organization. Upon the organization of the Mission the Bishop shall appoint a Church Warden, a Clerk and Treasurer (if he deems it expedient, combining any two of these offices in one person) who with the Minister-in-charge shall constitute a Board of Trustees. These officers shall serve for one year or until the successors are appointed or elected.

Annually thereafter the Bishop shall appoint the Church Warden and after due public notice the qualified voters of the Mission shall in the Advent Season elect from their number not more than four nor less than two other Trustees, who shall serve for one year or until their successors are elected. The trustees and the officers shall, as far as possible, discharge the duties belonging to the members of a Vestry of a Parish, except the power to elect and call a minister. The Ecclesiastical Authority shall appoint the Minister-in-charge, who when present, shall preside at the meetings of the Trustees, and, in case of a tie, shall have a casting vote.

Section 4. The congregation of any duly organized Mission either without or within the limits of any already existing Parish may elect from their number one or more delegates to the Convention, in accordance with Article IV of the Constitution.

Section 5. The churches in the Diocese are divided into two classifications, as follows:

1. Parish: A church which has a congregation of not less than 25 confirmed Christians who conscientiously strive for the spread of Christ's Kingdom at home and in the world.

2. Mission: A church which has a congregation of not less than 10 and not more than 24 confirmed Christians who conscientiously strive for the spread of Christ's Kingdom at home and in the world.

Each parish and mission in the Diocese shall make and pay an annual pledge for support of the Diocese and National Church.

Section 6. There shall be a regular committee of the Diocesan Convention denominated the Committee on Parishes and Missions. This committee shall be composed of two Clergymen and three Laymen, all of whom shall be selected by the Bishop at each Annual Convention. This committee shall meet annually, at least thirty days before the date of the Annual Convention, and at such additional times as called by the Bishop, designating the time and place of meeting. It is the duty of this committee to review the affairs of each Parish and Mission in the Diocese to determine its proper classification under Section 5 of this Canon and to report such status to the Bishop and Annual Convention; and this committee shall also perform the duties of the committee provided for in Section 1 of this Canon.

Section 7. Every clergyman in parochial ministry in the Diocese shall work full-time for the church or churches he serves and shall receive from church sources not less than the minimum salary and allowances prescribed by the Convention, provided that the Bishop may give his written approval, annually, for a clergyman to serve on a part-time basis and to receive from church sources for such part-time service less than the minimum compensation.

CANON 15
Of The Vestry

Section 1. Parish Meetings. (a) Annual Meeting. An annual meeting of the members qualified to vote in a parish shall be held on the first Monday in Advent unless the Vestry of the Parish designates some other date for the required annual meeting.

(b) Other Parish Meetings. Upon the call of the Vestry, a meeting of the members qualified to vote in a parish may be held at any time, provided that notice of at least one week has been given.

(c) Persons Qualified to Vote in Parish Meetings. An enrolled confirmed adult communicant in good standing in this Church may vote when present at any meeting of that parish, in accordance with the provisions of Article XIV of the Constitution of this Diocese.

(d) By-Laws. For the orderly conduct of parish meetings, for the adoption of a rotating vestry system as authorized by Section 2 of this canon, and for the election of members of the vestry, by-laws not inconsistent with the Constitution and Canons of the Diocese may be adopted by any parish meeting.

(e) Voting. Motions, resolutions, elections, and all other matters presented to a parish meeting for vote shall be decided by a majority of the qualified members present and voting.

Section 2. Vestries. (a) Size and Composition. A vestry shall be composed of not fewer than (3) three or more than (12) twelve members

of the parish who are confirmed communicants of the Parish in good standing, (i.e., faithful in worship, working, praying, and giving through the local church for the spread of the kingdom of God.) and who are not less than sixteen years of age and are regular participants in the public worship of the Church.

(b) Vestry Plan One. At each annual parish meeting a vestry shall be elected who shall hold office until the next annual parish meeting or until their successors are duly elected.

(c) Vestry Plan Two. As an alternative to Vestry Plan One, a parish may adopt a rotating vestry system. At the first election following the adoption of a rotating system, which shall be held at the annual parish meeting, one-third of the members of the vestry are elected to serve one year, one-third for two years, and one-third for three years. Thereafter, at the annual parish meeting, one-third of the vestry shall be elected from among those who have not served on the vestry during the past year, except that those appointed during the past year to fill unexpired terms of one year or less may, under provisions of parish by-laws, be made eligible for election to a full term, and the term of those so elected shall be for three years. A parish may include in its rotating system a provision that no retiring member of the vestry shall be eligible for re-election until a period of one year has elapsed following expiration of that person's term on the vestry.

(d) Vestry Plan Three. As an alternate to Vestry Plans One and Two, a parish may adopt a two-year rotating system, as follows: At the first election after such a system is adopted, one-half of the members of the vestry shall be elected for one year and one-half for two years. Thereafter, at the annual meeting, one-half of the vestry shall be elected from among those who have not served on the vestry during the past year, and the terms of those so elected shall be for two years. Persons appointed during the past year to fill unexpired terms of one year or less under provisions of parish by-laws, may be made eligible for election for a full term, and the terms of those so elected shall be for two years. Should a parish vote to change the Vestry Plan Two to Vestry Plan Three, the change shall be effected by electing for two-year terms those who are to take the place of persons whose terms of office had been three years. A parish may include in its rotating vestry system a provision that no retiring member of the vestry shall be eligible for re-election until a period of one year, has elapsed following the expiration of that person's term on the vestry.

(e) By-Laws. For the orderly conduct of its meetings and other business, a vestry may adopt by-laws not inconsistent with the Constitution and Canons of the Diocese. A copy of the by-laws and each amendment thereto adopted by each parish, certified by the secretary, shall be filed within 30 days thereafter with the Ecclesiastical Authority of the Diocese for approval. The Ecclesiastical Authority may, with the advice and consent of the Standing Committee, disapprove any by-law which is inconsistent with the Constitution or Canons of the Diocese or of the General Convention of the Protestant Episcopal Church.

Section 3. Each Vestry shall annually elect a Senior and a Junior Warden from among their own number, the former upon nomination of the Rector. If there is no Rector the election shall proceed without such nomination. It shall be the duty of the Wardens especially to provide the Elements for the Lord's Supper, to keep and disburse the alms in case the

Parish is destitute of a Minister; also, in such case, to provide for the celebration of Public Worship and the instruction of the congregation by occasional Clerical services or by Lay Reading as circumstances may admit. In the absence of the Rector or Minister-in-charge, or if there be none, the Wardens shall preside in all meetings of the Vestry or Congregation in order of their official seniority.

Section 4. The Vestry shall elect a Clerk, whose duty it shall be to take and record the minutes of their proceedings, attest the public acts of the Vestry, preserve all records and papers belonging to the Parish, perform all such other duties as shall be legally assigned to him, and faithfully to deliver into the hands of his successor all books and documents that may be in his possession belonging to the Parish.

Section 5. The Vestry shall elect a Treasurer whose duty it shall be to receive and disburse all monies collected under the authority of the Vestry, the collection and disbursement of which is not otherwise provided for. He shall keep an accurate account of all monies that come into his hands, and submit an exhibit of same semi-annually, and whenever called upon to do so.

Section 6. The Vestry shall be Trustees of the Parish, and shall take charge of the Property of the Church, regulate its temporal concerns, elect and call a minister and provide for his maintenance; keep order in the Church; and in general act as helpers to the minister in whatever is appropriate to Laymen for the furtherance of the Gospel.

Section 7. (a) The Rector of every Parish shall, ex-officio, preside at meetings of the Vestry or the Congregation, and shall be entitled to a casting vote in case of a tie, in all questions except those in which he may be personally concerned.

(b) The Rector shall have the power to call Vestry meetings, other than regular, at any time, giving reasonable notice, specifying the business for which the meeting is called, and it shall be his duty to do so whenever to may be requested by three members of the Vestry. Should the Rector refuse to call a meeting of the Vestry, it shall be competent to the Wardens, or any three of the Vestry, as above provided, to call one; provided, that the Rector shall have due notice of the same.

(c) In the Rector's absence, or if the Parish is without one, the Senior Warden, or any two members of the Vestry, shall have power to call special Vestry meetings, subject to the above provisions.

Section 8. Regular meetings of the Vestry shall be held as they may determine, but there shall be not less than four such meetings in each year.

Section 9. Vacancies in the Vestry, caused by death, resignation or otherwise, may be filled by the remaining members for the unexpired portion of said term.

Section 10. Every person chosen Vestryman shall qualify by subscribing to the following declaration and promise: "I do believe the Holy Scriptures of the Old and New Testament to be the Word of God, and to contain all things necessary to salvation; and I do yield my heart assent and approbation to the doctrines, worship and discipline of the Protestant Episcopal Church in these United States; and I promise that I will faithfully execute the office of Vestryman of _____ Parish (or Church) in _____ County (or

City), according to my best knowledge and skill." No person shall act or vote as Vestryman until he has subscribed to this declaration and promise.

CANON 16
Call of a Minister

Section 1. When there is no Rector, the Vestry shall have power to call a Minister in accordance with Episcopal Church and Diocesan Constitutions and Canons. The Vestry of a parish calling a Minister shall offer him a salary and allowances not less than the then existing minimums for mission clergymen set by the Diocesan Convention. The Rector shall not have power to appoint a permanent assistant without the consent of the Vestry.

Section 2. When a Parish or Congregation becomes vacant the Church Wardens or other proper officers shall notify the fact to the Bishop. If the authorities of the Parish shall for thirty days have failed to make provision for the services, it shall be the duty of the Bishop to take such measure as he may deem expedient for the temporary maintenance of Divine Services therein.

Section 3. No election of a Rector shall be had until the name of the Clergyman whom it is proposed to elect has been made known to the Bishop, if there be one, and sufficient time, not exceeding thirty days, has been given to him to communicate with the Vestry therein. If a church is receiving financial assistance from the Diocese, the Bishop's written approval of the Vestry's choice shall be essential to the election of a Minister in charge.

Section 4. Written notice of the election, signed by the Church Wardens, shall be sent to the Ecclesiastical Authority of the Diocese. If the Ecclesiastical Authority be satisfied that the person so chosen is a duly qualified Minister, and that he has accepted the office, the notice shall be sent to the Secretary of the Convention, who shall record it. And such record shall be sufficient evidence of the relation between the Minister and the Parish.

Section 5. A Minister is settled, for all purposes here or elsewhere mentioned in these Canons, who has been engaged permanently by any Parish, according to the rules of this Diocese, or for any term not less than one year.

CANON 17
Dissolution and Suspension of Parishes

Section 1. When in the judgement of the Bishop of the Diocese, a Parish does not "give promise of such sufficient strength as will enable it to maintain its organization," whether from lack of communicants, or from any other cause, this judgement shall be reported to the Convention, which will thereupon take such action as may seem good.

Section 2. In the event of the dissolution of any Parish or Mission by the Convention, the real and personal property of the Parish or Mission shall immediately vest in the Trustees of the Diocese, in trust for the dissolved Parish or Mission. The Trustees may dispose of the personal property and shall retain the proceeds therefrom in trust for the dissolved Parish or Mission. Within six months following any dissolution of a Parish or Mission a study of the potential for mission and ministry on the site of

any real property vesting in the Trustees as a result of the dissolution shall be conducted by a committee appointed by the Bishop and a report of that study shall be sent to the Department of Mission and to the Executive Council. If the Executive Council determines that the Parish or Mission should not be reorganized on the site of the existing real property, all property held in trust by the Trustees for the Parish or Mission shall be freed of the trust and thereafter shall be held, administered or disposed of by the Trustees as property of the Diocese in its own right as provided by Canon 12.

Section 3. Whenever the penalty of exclusion or suspension from Lay representation in the Convention shall be inflicted on a Parish, as provided in Section 5 of Article IV of the Constitution, the sentence shall specify on what terms or at what time said penalty shall cease.

CANON 18
Convocations and Districts

With the consent of the Bishop the Executive Council may divide the Diocese into Convocations, or into Districts, or into both Convocations and Districts, and shall prescribe their boundaries and functions.

CANON 19
Development Commissions

Section 1. An Episcopal Development Commission may be created by the Episcopal churches in any community or area within the Diocese in which there is more than one Episcopal church. The written approval of the Bishop shall be required for the creation of each such Commission, and he shall define the boundaries of the community or area in which the Commission shall operate. Such boundaries may be amended by the Commission with the approval of the Bishop.

Section 2. Each Commission shall be designated as "The Episcopal Development Commission of _____" (the city, county, community or area covered).

Section 3. The Commission shall consist of all clergy (other than retired priests) residing within or connected with Episcopal churches located within the Commission's area, and lay persons selected by the vestries of such churches. The number of lay persons from each of the churches shall be determined by the commission, but each parish or mission within the Commission's area shall have at least one lay representative. The lay representatives shall be selected for terms of one year, but they shall be eligible for reelection.

Section 4. Each Commission shall elect for one-year terms a chairman, a secretary and such other officers as it may deem advisable. Each Commission shall meet at least quarterly and shall make written reports of its proceedings to the Bishop and to each Episcopal church within its area, at least annually.

Section 5. The purpose and functions of the Episcopal Development Commission shall include the following:

a. Stimulate and encourage the Episcopal churches in the area to work together on common tasks and problems.

b. Study and plan for the future development of the Episcopal Church within the area.

c. Advise the Bishop, Executive Council and Diocesan Departments on problems and opportunities within the area.

d. Improve communication and understanding of Diocesan programs and projects among churches and people of the area.

e. Encourage participation in ecumenical studies and projects.

CANON 20
Archdeacons

Section 1. The Bishop shall have the power, with the consent of the Convention, to appoint one or more Archdeacons, who shall be Presbyters canonically resident in the Diocese, and who shall , if practicable, be detached from any Parochial Cure.

Section 2. The authority and the duties of an Archdeacon shall be such as are committed to him in writing by the Bishop. He shall be amenable to the Bishop in all his acts and appointments, and shall make such reports as the Bishop may require.

CANON 21
The Election of a Bishop, Bishop Coadjutor or Bishop Suffragan

Section 1. The vote shall be taken by ballot and by Orders and Parishes, in accordance with Article XIII of the Constitution.

Section 2. Nominations shall be made in open Convention in joint session of Clerical and Lay Delegates, and may be made by any person entitled to vote in the Convention.

Section 3. When the nominations have been closed, the Secretary shall call the roll of the Clergy, and as each Clergyman's name is called he shall deposit his ballot with the Tellers. The roll of the Parishes and Missions, shall then be called by the Secretary, and as each is called it shall deposit its ballot with the Tellers. The Tellers shall count the vote of each Order separately and report the results to the Chairman who shall announce the same. If the same person shall receive the necessary votes of both Orders, he shall be declared duly elected. If no person is elected they may continue to vote as above ordered until an election is made.

Section 4. By consent of the Convention, Clergy and Laity may separate for deliberation, to re-assemble in joint session at a specified time, and by like consent may proceed jointly to further nominations; after which the balloting shall be resumed in accordance with the provisions of Section 3.

CANON 22
Meeting of the Congregation

The Rector or Minister-in-charge, or in his absence the Wardens, shall call a meeting of the Congregation at such time after the adjournment of the Convention as shall seem best to him or them, at which meeting reports shall be made by the Rector, the Superintendent of the Sunday School, a representative of the Episcopal Churchwomen, and of any other Parish organization. After these reports the meeting may be opened for discussion of matters of interest to the Congregation.

CANON 23
Of the Duties of Members of the Church

The members of this Church shall conform to its teachings and to the Creed upon which it is founded, and shall as far as in them lies, live in the exercise of those Christian principles and duties prescribed in the Holy Scriptures and illustrated in the Book of Common Prayer, and shall further instruct their families and those dependent on them in like duties and principles both by example and precept. They shall use all sober and godly conversation, shall daily exercise family worship, be charitable in act and works, and shall celebrate and keep holy the Lord's Day, giving all due attention to the Services of the Church and to Public worship.

CANON 24
Registration, Reports. etc.

Section 1. Private and Parish Registers. Each Clergyman of this Diocese shall keep a register of all Baptisms, Confirmations, Marriages, and Funerals within his Parish, or Cure, specifying the names of the persons in each instance, the parentage and date of birth of those baptized, with the names of their sponsors or witnesses and the time when each rite is performed, which register shall be transcribed at least once each month into a book to be provided for the purpose by the Vestry of the Parish.

Section 2. List of Communicants, etc. It shall be also the duty of each Clergyman to keep a list of the communicants within his Cure, and so far as practicable, of the families and adult persons within the same, to remain for the use of his successor.

Section 3. Parochial Reports. Each Clergyman shall report to the Bishop, through the Secretary, not later than February 1st, all of his official acts from the closing of his last report to and including December 31st preceding the Annual Convention, and all information concerning the state of his Parish, or Cure, according to the form prescribed by the Executive Council. He shall specify his official acts outside of his Cure.

Section 4. Reports by Wardens. In the case of a Parish without a Rector, it shall be the duty of the Wardens to make the Parochial Report required by this Canon.

Section 5. Communicants to be reported. In making the above reports all communicants shall be included, except those who have been repelled by the proper authority.

Section 6. Failure to keep records or to file the reports required by this Canon or by General Church Canons shall result in the imposition of those penalties set forth in Article IV of the Constitution of the Diocese.

CANON 25
Salaries, Compensation, etc.

Section 1. The salary of the Bishop of the Diocese for each calendar year shall be recommended by the Executive Council and included in the budget submitted by it to the Annual Convention; and the salary as fixed in the budget adopted by the Convention shall be paid to the Bishop for the calendar year for which the budget is adopted. The salary as above determined includes all income received from the Bishop Watson Fund for the support of the Episcopate. The salary shall be paid in 12 equal

monthly installments, the first installment to be paid on January 31st of said calendar year and a like amount on the last day of each month in said calendar year.

Section 2. Each Deputy to the General Convention, actually attending the same, shall be entitled to have the necessary expenses incurred by such attendance paid out of the funds of the Diocese; provided, the amount shall not exceed such limit as may from time to time be fixed by the Executive Council.

Section 3. Each clerical and lay delegate to an annual or special Diocesan Convention, actually attending the same, shall be entitled to have the reasonable and necessary expenses incurred by such attendance paid by the parish or mission which he or she represents, provided that the amount in each case shall not exceed such limits as may be fixed by the vestry of such parish or mission.

CANON 26
Of the Church Pension Fund

Section 1. In conformity with the legislation adopted by the General Convention of 1913, pursuant to which The Church Pension Fund was duly incorporated, and in conformity with the Canon of the General Convention, "Of The Church Pension Fund," as heretofore amended and as it may hereafter be amended, the Diocese of East Carolina hereby accepts and acknowledges The Church Pension Fund, a corporation created by Chapter 97 of the Laws of 1914 of the State of New York as subsequently amended, as the authorized and approved pension system for the clergy of the Protestant Episcopal Church in the United States of America and for their dependents, and declares its intention of supporting said Fund in accordance with its Rules.

Section 2. The Bishop of this Diocese shall appoint annually during the opening of the Convention a Church Pension Fund Committee to consist of three presbyters and two laymen, for a term of one year and until their successors shall have been appointed or qualified, and the Bishop may from time to time fill by appointment any vacancies in said Committee caused by resignation , death or inability to act.

Section 3. The duties of said Committee shall be as follows:

(a) To be informed of, and to inform the Clergy and laity of this Diocese of the pension system created by the General Convention and committed by it to the Trustees of the Church Pension Fund, in order that the ordained clergy of the Church may be assured of pension protection for themselves in the event of old age or total and permanent disability and for their widow and minor orphan children in the event of death.

(b) To receive reports from The Church Pension Fund from time to time on the status of the pension assessments payable to said Fund, under its Rules and as required by Canon Law, by this Diocese and by Parishes, Missions and other ecclesiastical organizations within the Diocese.

(c) To make an annual report to the Convention of this Diocese on such matters relating to the Church Pension Fund as may be of interest to the said Convention.

(d) To cooperate with the Church Pension Fund in doing all things necessary or advisable in the premises to the end that the Clergy of this Diocese may be assured of the fullest pension protection by said Fund under its established Rules.

Section 4. It shall be the duty of this Diocese and of the Parishes, and Missions and other ecclesiastical organizations therein, each through its Treasurer or other proper official, to inform The Church Pension Fund of salaries and other compensation paid to clergymen by said Diocese, Parishes, Aided Parishes, Missions and other ecclesiastical organizations for services rendered, currently or in the past, prior to their becoming beneficiaries of said Fund, and changes in such salaries and other compensation as they occur; and to pay promptly to The Church Pension Fund the pension assessments required thereon under the Canon of the General Convention and in accordance with the Rules of said Fund.

Section 5. It shall be the duty of every clergyman canonically resident in or serving in this Diocese to inform The Church Pension Fund promptly of such facts, as dates of birth, or ordination or reception or marriage, births of children, deaths and changes in cures or salaries, as may be necessary for its proper administration and to cooperate with said Fund in such other ways as may be necessary in order that said Fund may discharge its obligations in accordance with the intention of the General Convention on respect thereto.

Section 6. It shall be the duty of this Diocese and of the Parishes and Missions and other ecclesiastical institutions and organizations therein, to participate in all medical care, hospitalization, health, accident and life insurance plans for clergy which are made mandatory on a nation-wide basis for clergy of the Episcopal Church by action of the General Convention, or under its authority, and to pay promptly to The Church Pension Fund the premiums or assessments required to maintain such coverage in accordance with the Rules of said Fund. The Diocesan Convention, or when it is not sitting the Executive Council, shall make all decisions and take all action necessary to carry out the provisions of this Canon.

Section 7. That all Parishes, Missions, and other ecclesiastical organizations or bodies subject to the authority of this Church, and any other societies, organizations, or bodies in the Church which under the regulations of The Church Pension Fund have elected or shall elect to come into the pension system, shall provide all lay employees who work a minimum of 1,000 hours annually retirement benefits through participation in the Episcopal Church Lay Employees Retirement Plan (ECLERP) or in an equivalent plan, the provisions of which are at least equal to those of ECLERP. Such participation shall commence no later than January 1, 1993. At its commencement, if the plan is a defined benefit plan, the employer contribution shall be not less than 9 percent of the employee's salary; if the plan is a defined contribution plan, the employer shall contribute not less than 5 percent and agree to "match" employee contributions of up to another 4 percent;

That the employer may impose a minimum age of 21 years and a minimum employment period not to exceed one year on continuous employment before an employee would be eligible to participate; and

That the Trustees of The Church Pension Fund shall have authority to increase or decrease the contribution percentages required for lay pension plan.

CANON 27
Clergy Liable to Missionary Duty

All Clergymen of the Diocese receiving aid from its missionary funds or from the General Missionary funds, shall perform such missionary duties within the Diocese as may be prescribed by the Bishop, and the amount of compensation therefore shall be fixed from time to time by the Executive Council.

CANON 28
Trial of Clergymen

Section 1. The Presentment. Any Clergyman shall be liable to presentment and trial for false doctrine, immorality, disorderly conduct, violation of the rubrics of the Book of Common Prayer, of the Constitution or Canons of the Church in the United States, or of the Constitution or Canons of the Church of the Diocese.

Such presentment shall be made by Vestry of the Parish in which said Clergyman has charge or in which he resides or by at least three communicants of the Diocese, of full age, or by two or more Presbyters who shall have been canonically resident therein for one year.

No presentment shall be made in any case of any offense alleged to have been committed more than five years before the date of the presentment, provided, that if the accused be convicted of the alleged offense in a civil court, presentment may still be made within one year after said conviction.

Said presentment shall be made to the Bishop in writing, with the names of the presenters prescribed, and shall distinctly declare, with all reasonable specifications of time and circumstances, the nature of the offense or offenses with which said Clergyman may be charges.

Section 2. Public Rumor. Although no such presentment is made, if public rumor charges any Clergyman with the commission of any of the offenses above enumerated, the Bishop may appoint two or more Presbyters to investigate the truth of such rumor, and if such investigation proves adverse to the Clergyman so charged, said Presbyters shall make presentment as above, according to the forms and regulations there provided. The presenters shall, in all cases, assume the responsibility of conducting the prosecution.

Section 3. Service of Presentment - Constitution of Court. Should the Bishop be of the opinion, from the nature of the charge or charges made, that the presentment contains sufficient grounds for proceeding to trial, he shall cause a copy thereof to be forthwith sent to the accused. He shall then give notice to the Standing Committee, who there upon shall elect seven Presbyters, actually and canonically resident in the Diocese, from whom the President of the Standing Committee shall, in writing, call upon the accused to elect three. In case the accused refuses or neglects to make such election within ten days after the notice as aforesaid, the Standing Committee shall make the election.

The three Presbyters so elected shall constitute a court for the trial of the accused, and shall have all powers necessary for the due conducting of said trial.

Section 4. Lay Assessors. The Bishop shall appoint a member of the legal profession, who shall also be a communicant of the Church, as Assessor to the Court, to advise the Court, if requested, upon all questions of law which may arise during the trial.

Section 5. Time and Place of Trial and Notice Thereof. The Bishop shall appoint a time and place of trial, and shall give notice thereof to the members of the Court, the Assessor, the Presenters, and the Accused, at which time and place the witnesses also shall be notified to attend.

Section 6. Assembling of Court and Record of Proceedings. The Court shall assemble at the time and place appointed, and shall proceed to examine fully the charges, and shall keep an accurate record of all their proceedings and of the evidence.

Section 7. Nature of Evidence and How Given. No charge shall be considered as established unless proven by two witnesses, or by one witness and corroborating circumstances.

Testimony may be given orally before the Court or in writing, upon interrogatories and cross interrogatories, to be previously filed with the Secretary or Registrar of the Court. Any one or more of the witnesses may be examined on oath or affirmation on the requisition of either party.

Section 8. Decision of the Court and the Sentence. A unanimous vote of the members of the Court, on one or more of the charges shall be necessary to the conviction of the accused, and if their decision is adverse to the accused, they shall proceed to determine the kind and degree of punishment commensurate, in their opinion, with the offense or offenses committed. They shall transmit to the Bishop, under their hand, a record of their proceedings. The judgement of the Bishop on such decisions shall be final; except that he shall have no power to increase the punishment recommended by the Court.

Section 9. Suspension, or any heavier sentence, shall ipso facto sever the connection of the Clergyman with the Parish.

Section 10. The Record to be Filed. The record provided for in the sixth section of this canon, together with the Bishop's sentence endorsed, shall be preserved among the papers of the Diocese.

Section 11. Notices. For the purpose of any notice provided for by this Canon, it shall be sufficient to serve it either personally or by leaving a copy at the last place of residence of the accused.

Section 12. Confession of an Offense. When a Clergyman shall make confession to the Bishop of the commission of any of the offenses enumerated in the first section of this Canon, the Bishop shall proceed to inflict such ecclesiastical censure or punishment upon the Clergyman so confessing as he (the Bishop) shall think right.

Section 13. Renunciation of False Doctrine. In the case of any accusation of false doctrine, a renunciation of the same, to the satisfaction of the Bishop, shall stay all further proceedings.

CANON 29

The Duties of Rector or Minister in Charge

Section 1. It shall be the duty of the Rector or Minister of every Parish or Congregation, learning of the removal of the communicant of his Parish or Congregation to another Cure, without having secured a letter of

transfer as provided for by General Church Canons Title I, Canon 17, Section 4, paragraph (a), with the consent of said communicant, to transfer him to the Cure to which he has removed.

Section 2. It shall be the duty of the Rector or Minister in charge of a Parish or Congregation to submit to the Bishop for his examination at the time of his annual visitation the Parish Register that he may determine that all entries are properly made, all members accounted for and that the register is properly indexed.

CANON 30
Amendment to the Canons

Amendments to the Canons shall be made in accordance with Article XV of the Constitution, and shall take effect upon their passage, unless otherwise ordered by the Convention.

CANON 31
Official Copies

There shall be provided by the Secretary of the Convention three official copies of the Constitution, Canons and Rules of Order as they now exist, each certified by said Secretary that it is a correct copy. One shall be delivered to the Bishop of the Diocese, one kept by the Secretary of the Diocese and one delivered to the Chancellor of the Diocese; and as changes are made from time to time certified copies of said changes shall be furnished by the Secretary of each of said officials to the end that there shall always be preserved for the use of the officials of the Diocese three sets of these documents.

CANON 32
Commission on Planning, Design and Construction

Section 1. There shall be a Diocesan Commission on Planning, Design and Construction, consisting of twelve person, clergy and lay, elected by the Convention, on nomination by the Bishop, for three year terms, provided that the terms may be varied initially to produce staggered terms. The persons elected shall, to the extent practicable, have expertise and interest in such areas as liturgy, finance, insurance, planning, architectural design, engineering, construction and contract law.

Section 2. The function of the Commission is to assist and advise the Diocese and its parishes and missions in planning, designing, financing and constructing buildings and facilities, including construction of new churches and other buildings, expansion and renovation of existing buildings, and restoration of historic structures.

Section 3. Before proceeding with the design or construction of any church, parish house, rectory or other building, any parish or mission may present to the Commission for its recommendations and suggestions on real estate contracts, architectural and construction contracts, master plans, preliminary plans, working drawings, specifications, construction documents and other related documents.

Section 4. Each Diocesan council, committee and department, and every parish or mission receiving construction funds or loans from the Diocese or any Diocesan agency or foundation shall be required to consult with the Commission, to submit the pertinent documents described in

Section 3 and to obtain the approval of the Commission thereon; provided that such approval shall not be required for projects in a planning or construction stage prior to February 12, 1983. The documents above mentioned shall be prepared by and construction shall be administered by an architect or engineer registered in the State of North Carolina in accordance with its registration laws. Where such laws do not require a registered architect or engineer, this requirement may be waived by the Commission upon request.

Section 5. The Commission shall adopt written standard procedures for performing its functions, and shall distribute copies of any such procedures to all Diocesan officers, parishes and missions.

CANON 33
Trinity Center

Section 1. There will be a Board of Managers of Trinity Center consisting of twelve persons, clergy and lay, elected by the Convention on nomination by the Bishop, for three year terms, provided that the terms of the initial members elected by Convention on nomination by the Bishop shall be four members elected for a one year term, four members elected for a two year term and four members elected for a three year term. The Bishop shall be ex-officio Chairman of the Board of Managers.

Section 2. The function of the Board of Managers is to oversee the operation and management of Trinity Center including, but not limited to, the employment of a Director, formulating and administering an annual budget, establishing rules and regulations for sound and efficient management and performing such other duties as may be attendant thereto or directed by Convention.

Section 3. Any vacancy occurring on the Board of Managers may be filled by the Bishop until the next Convention when a new member will be elected upon nomination by the Bishop for the unexpired term.

Section 4. The Board of Managers shall make an annual report to Convention.

EXTRACTS FROM CANONS OF THE GENERAL CONVENTION

TITLE I, CANON 7

Of Business Methods in Church Affairs

Section 1. In every Diocese, Parish, Mission, and Institution, connected with this Church, the following standard business method shall be observed:

(1). Funds held in trust, endowment and other permanent funds, and securities represented by physical evidence of ownership or indebtedness, shall be deposited with a National or State Bank, or a Diocesan Corporation, or with some other agency approved in writing by the Finance Committee or the Department of Finance of the Diocese, under a deed of trust, agency or other depository agreement providing for at least two signatures on any order of withdrawal of such funds or securities.

But this paragraph shall not apply to funds and securities refused by the depositories named as being too small for acceptance. Such small funds and securities shall be under the care of the persons or corporations properly responsible for them.

This paragraph shall not be deemed to prohibit investments in securities issued in book entry form or other manner that dispenses with the delivery of a certificate evidencing the ownership of the securities or the indebtedness of the issuer.

(2). Records shall be made and kept of all trust and permanent funds showing at least the following:

(a) Source and date.

(b) Terms governing the use of principal and income.

(c) To whom and how often reports of condition are to be made.

(d) How the funds are invested.

(3). Treasurers and custodians, other than banking institutions, shall be adequately bonded; except treasurers of funds that do not exceed five hundred dollars at any one time during the fiscal year.

(4). Books of account shall be so kept as to provide the basis for satisfactory accounting.

(5) All accounts of the Diocese shall be audited annually by an independent Certified Public Accountant. All accounts of Parishes, Missions or other institutions shall be audited annually by an independent Certified Public Accountant, or independent Licensed Public Accountant, or such audit committee as shall be authorized by the Finance Committee, Department of Finance or other appropriate diocesan authority.

All reports of such audits, including any memorandum issued by the auditors or audit committee regarding internal controls or other accounting matters, together with a summary of action taken or proposed to be taken to correct deficiencies or implement recommendations contained in any such memorandum, shall be filed with the Bishop or Ecclesiastical Authority not later than 30 days following the date of such report, and in no event, not later than September 1 of each year, covering the financial reports of the previous calendar year.

(6). All buildings and their contents shall be kept adequately insured.

(7). The Finance Committee or Department of Finance of the Diocese may require copies of any or all accounts described in this Section to be filed with it and shall report annually to the Convention of the Diocese upon its administration of this Canon.

(8). The fiscal year shall begin January 1.

Section 2. The several Dioceses shall give effect to the foregoing standard business methods by the enactment of Canons appropriate thereto, which Canons shall invariably provide for a Finance Committee or a Department of Finance of the Diocese.

Section 3. No Vestry, Trustee, or other Body, authorized by Civil or Canon law to hold, manage, or administer real property for any Parish, Mission, Congregation, or Institution, shall encumber or alienate the same or any part thereof without the written consent of the Bishop and Standing Committee of the Diocese of which the Parish, Mission, Congregation, or Institution is a part, except under such regulations as may be prescribed by Canon of the Diocese.

Section 4. All real and personal property held by or for the benefit of any Parish, Mission or Congregation is held in trust for this Church and the Diocese thereof in which such Parish, Mission or Congregation is located. The existence of this trust, however, shall in no way limit the power and authority of the Parish, Mission or Congregation otherwise existing over such property so long as the particular Parish, Mission or Congregation remains a part of, and subject to, this Church and its Constitution and Canons.

Section 5. The several Dioceses may, at their election, further confirm the trust declared under the foregoing Section 4 by appropriate action, but no such action shall be necessary for the existence and validity of the trust.

TITLE I. CANON 17
Of Regulations Respecting the Laity

Section 1 (a). All persons who have received the Sacrament of Holy Baptism with water in the Name of the Father, and of the Son, and of the Holy Spirit, whether in this Church or in another Christian Church, and whose Baptisms have been duly recorded in this Church, are members thereof.

(b). Members sixteen years of age and over are to be considered adult members.

(c). It is expected that all adult members of this Church, after appropriate instructions, will have made a mature public affirmation of their faith and commitment to the responsibilities of their Baptism and will have been confirmed or received by a Bishop of this Church or by a Bishop of a Church in communion with this Church.

(d). Any person who is baptized in this Church as an adult and receives the laying on of hands by the Bishop at Baptism is to be considered, for the purpose of this and all other Canons, as both baptized and confirmed; also,

Any person who is baptized in this Church as an adult and at some time after the Baptism receives the laying on of hands by the Bishop in Reaffirmation of Baptismal Vows is to be considered, for the purpose of this and all other Canons, as both baptized and confirmed; also,

Any baptized person who received the laying on of hands at Confirmation (by any Bishop in apostolic succession) and is received into the Episcopal Church by a Bishop of this Church is to be considered, for the purpose of this and all other Canons, as both baptized and confirmed; and also,

Any baptized person who received the laying on of hands by a Bishop of this Church at Confirmation or Reception is to be considered, for the purpose of this and all other Canons, as both baptized and confirmed.

Section 2 (a). All members of this Church who have received Holy Communion in this Church at least three times during the preceding year are to be considered communicants of this Church.

(b). For the purpose of statistical consistency throughout the Church, communicants sixteen years of age and over are to be considered adult communicants.

Section 3. All communicants of this Church who for the previous year have been faithful in corporate worship, unless for good cause prevented, and have been faithful in working, praying, and giving for the spread of the Kingdom of God, are to be considered communicants in good standing.

Section 4 (a). A member of this Church removing from the congregation in which his or her membership is recorded shall procure a certificate of membership indicating that he or she is recorded as a member (or adult member) of this Church and whether or not such a member:

1. is a communicant;
2. is recorded as being in good standing;
3. has been confirmed or received by a Bishop of this Church or a Bishop in communion with this Church.

Upon acknowledgement that a member who has received such a certificate has been enrolled in another congregation of this or another Church, the Minister or Warden issuing the certificate shall remove the name of the person from the parish register.

(b). The Minister or Warden of the congregation to which such certificate is surrendered shall record in the parish register the information contained on the presented certificate of membership, and then notify the Minister or Warden of the congregation which issued the certificate that the person has been duly recorded as a member of the new congregation.

Whereupon the person's removal shall be noted in the parish register of the congregation which issued the certificate.

(c). If a member of this Church, not having such a certificate, desires to become a member of a congregation in the place to which he or she has removed, that person shall be directed by the Minister of the said congregation to procure a certificate from the former congregation, although on failure to produce such a certificate through no fault of the person applying, appropriate entry may be made in the parish register upon the evidence of membership status sufficient in the judgement of the Minister or Warden.

(d). Any communicant of any Church in communion with this Church shall be entitled to the benefit of this section so far as the same can be made applicable.

Section 5. No one shall be denied rights or status in this Church because of race, color, or ethnic origin.

Section 6. A person to whom the Sacraments of the Church shall have been refused, or who has been repelled from the Holy Communion under the rubrics, or who desires a judgement as to his or her status in the Church, may lodge a complaint or application with the Bishop or Ecclesiastical Authority. No Minister of this Church shall be required to admit to the Sacraments a person so refused or repelled without the written direction of the Bishop or Ecclesiastical Authority. The Bishop or Ecclesiastical Authority may in certain circumstances see fit to require the person to be admitted or restored because of the insufficiency of the cause assigned by the Minister. If it shall appear to the Bishop or Ecclesiastical Authority that there is sufficient cause to justify refusal of the Holy Communion, however, appropriate steps shall be taken to institute such inquiry as may be directed by the Canons of the Diocese; and should no such Canon exist, the Bishop or Ecclesiastical Authority shall proceed according to such principles of law and equity as will insure an impartial investigation and judgement.

Section 7. No unbaptized person shall be eligible to receive Holy Communion in this Church.

TITLE II, CANON 1
Of the Due Celebration of Sundays

All persons within this Church shall celebrate and keep the Lord's Day, commonly called Sunday, by regular participation in the public worship of the Church, by hearing the Word of God read and taught, and by other acts of devotion and works of charity, using all godly and sober conversation.

Rules of Order

I. On the first day of the Convention at the time appointed, the Holy Communion shall be administered.

Promptly thereafter, the delegates shall assemble for the organization of the Convention and the transaction of business. The presiding officer shall call the Convention to order and ascertain if there is a quorum present, and upon it appearing that there is a quorum present as required by Article VI of the Constitution, the Convention shall be organized by the election of a Secretary and shall then proceed with the transaction of the business of the Convention as set out in the Canons and Rules of Order.

II. The Standing Committee and other committees shall be elected or appointed as soon as practicable after the organization of the Convention, except that the appointment of the Committee on Canons and other committees, in the discretion of the Bishop, may be delayed for the receipt of reports from committees of the previous year.

III. All Committees shall be appointed by the Bishop unless otherwise ordered.

IV. Officers shall be elected as provided in the Constitution and Canons.

V. The order of business proposed by the Bishop and adopted by the Convention shall be the regular order of business, subject to change by the Presiding Officer as Provided in Rule XXI or by the Convention by majority vote.

VI. After the Bishop has taken the chair, no member shall continue standing, except to address the chair.

VII. Speakers shall address the chair, and shall confine themselves to the point in debate.

VIII. No motion shall be considered unless seconded, and if required, reduced to writing. All resolutions, except resolutions presented in conjunction with Department, Committee and Commission reports and resolutions of appreciation to the host church, shall be introduced on the first day of the Annual Convention and voted upon the second day.

IX. When the Bishop is putting any question, the members shall continue in their seats, and shall not hold any private discourse.

X. When a question is under consideration, no motion shall be received, unless to lay on the table, to postpone to a certain time, to postpone indefinitely, to commit, to amend, or to divide; and motions for any of these purpose shall have precedence in the order herein named. The motions to lay on the table and to adjourn shall always be in order, and shall be decided without debate; and of these the motion to adjourn shall take precedence.

XI. If the question under debate contains several distinct propositions, the same shall be divided at the request of any member, and a vote taken separately, except that a motion to strike out and insert shall be inadvisable.

XII. All amendments shall be considered in the order in which they are moved.

When a proposed amendment is under consideration, a substitute to the whole matter may be received. No proposition on a subject different

from the one under consideration shall be received under cover of a substitute.

XIII. In voting by Order, the name of each Parish shall be called and it shall vote either "Aye" or "No" except in case of a divided vote. The majority of the votes of the Delegates from a Parish shall determine the vote of such Parish, but should the vote be equally divided, one-half of such vote shall be recorded as "Aye" and one-half as "No," and it shall be the duty of the Secretary to record the names of the Parishes and the votes which they respectively give.

XIV. A motion to reconsider any vote shall not be in order, except on the same day on which the vote is taken: Provided, always that a vote or question may be reconsidered at any time by the consent of two-thirds of the Convention; provided further, that no motion to reconsider shall be made on the last day of the Convention, except on a vote or question taken on that day.

XV. The reports of all committees shall be in writing and shall be received of course, and without motion for acceptance, unless recommitted. All reports recommending or requiring any action or expression of opinion by the Convention shall be accompanied by a corresponding resolution.

XVI. All questions of order shall be decided by the chair without debate, but any member may appeal from such decision. On such appeal no member shall speak more than once without leave.

XVII. No member shall be absent from the session of the Convention without leave, unless he is unable to attend.

XVIII. When the Convention is about to rise, every member shall keep his seat until the Bishop leaves the chair.

XIX. On motion duly put and carried, the Convention may resolve itself into a Committee of the Whole, with or without closed doors, for the purpose of discussing such subjects as may be approved by the Convention.

The Bishop may select and announce subjects for discussion: **Provided**, that if the motion to go into a Committee of the Whole has specified the subject to be discussed, that subject shall be disposed of.

XX. The rules of order or any one of them may be suspended by a majority vote of the Convention whenever the Presiding Officer decides that an urgent matter should come before that Convention for prompt action.

XXI. The Presiding Officer may in his discretion, to expedite the business of the Convention, transpose the regular order of business.

XXII. Where a question arises which is not controlled by any of the existing rules of order, the Diocesan Convention shall follow the rules of the General Church pertaining to said question, and if it has no rules applicable thereto, then the Diocesan Convention shall be governed by the current edition of Robert's Rules of Order.

The Episcopal Foundation of the Diocese of East Carolina, Incorporated

Charter and By-Laws

(AS AMENDED)

THE CHARTER OF THE EPISCOPAL FOUNDATION OF THE DIOCESE OF EAST CAROLINA INCORPORATED

(As Amended)

1st. The name of this Corporation is The Episcopal Foundation of The Diocese of East Carolina, Incorporated.

2nd. The location of the principal office of the corporation in this State is at Kinston, in the County of Lenoir, but it may have one or more branch offices and places of business in the Diocese of East Carolina.

3rd. This Corporation is formed by the Diocese of East Carolina of the Protestant Episcopal Church exclusively for religious; educational and charitable purposes, including the purpose of holding, managing and investing property of the Diocese of East Carolina, either temporarily, for a specified or indefinite time, or permanently, and the purpose of providing (1) funds, the income from which is to be used for the promotion of new work in the Diocese of East Carolina and for the development of the religious, educational and charitable work of the Protestant Episcopal Church in the Diocese of East Carolina, (2) funds to be used for making loans to parishes, missions, diocesan institutions and church organizations for capital improvements and (3) funds for capital grants to parishes, missions, diocesan institutions and church organizations for capital improvements.

4th. And for the purposes herein specified, the Corporation shall have the right to receive by Will, Deed, gift or otherwise: to hold, own, sell and dispose of real, personal and mixed property of every kind and description, and the Corporation shall also have the authority to be named as a beneficiary in policies of life insurance and act as such beneficiary.

5th. The Corporation shall have authority in its corporate name to buy, sell, convey and lease real and personal property; and invest or otherwise dispose of any and all property belonging to the Corporation when authority therefor has been duly given as provided by the By-Laws of the Corporation, and shall have such other powers, privileges and authority as are given by the laws of the State of North Carolina now enacted or which may be hereafter enacted.

6th. The Corporation shall not have members or capital stock and no stock or shares shall be issued. No incorporator, director or officer shall at any time be considered to be the owner of any of the assets, property or income of the Corporation, nor shall he, by distribution, liquidation, dissolution or in any other manner, be entitled to or receive any of said assets, property or income, all of which shall be devoted exclusively and forever to the purpose of the Corporation or disposed of as hereinafter provided. The Corporation is not organized and shall not operate for profit, and no part of its net earnings shall inure or may lawfully inure to the benefit of any private shareholder, incorporator, director, officer or individual. The above provisions, however, shall not prevent the payment of reasonable compensation to any person, organization, firm or corporation for services rendered to this Corporation. No substantial part of the activities of the Corporation shall consist of carrying on propaganda, or otherwise attempting to influence legislation. The Corporation shall not participate in, or intervene in (including the publishing or distributing of

statements) any political campaign on behalf of any candidate for public office. The Corporation shall not lend any part of its assets, property or income to any incorporator, director or officer of, or any substantial contributor to, the Corporation, to any member of the family of any such person, or to any corporation controlled by any such person; nor shall the Corporation pay any compensation in excess of a reasonable allowance for salaries or other compensation for personal services actually rendered, to any such persons or corporations; nor shall the Corporation make any part of its services available on a preferential basis to any such persons or corporations; nor shall the Corporation make any substantial purchase of securities or other property from or sell any substantial part of its securities or other property to any such persons or corporations for other than an adequate consideration in money or money's worth; nor shall the Corporation engage in any other transaction which results in a substantial diversion of its assets, property or income to any such persons or corporations. The Corporation shall not (i) accumulate its income if any such accumulations are unreasonable in amount or duration in order to carry out the religious, educational and charitable purpose for which it is organized or (ii) use any such accumulated income for purposes or functions other than the religious, educational and charitable purposes for which it is organized or (iii) invest any such accumulated income in such a manner as to jeopardize the carrying out of the religious, educational and charitable purposes for which it is organized. The Corporation shall distribute its income for each taxable year at such time and in such manner as not to become subject to the tax on undistributed income imposed by Section 4942 of the Internal Revenue Code of 1954, or corresponding provisions of any subsequent federal tax laws. The Corporation shall not engage in any act of self-dealing as defined in Section 4941 (d) of the Internal Revenue Code of 1954, or corresponding provisions of any subsequent federal tax laws. The Corporation shall not retain any excess business holdings as defined in Section 4943 (c) of the Internal Revenue Code of 1954, or corresponding provisions of any subsequent federal tax laws. The Corporation shall not make any investments in such manner as to subject it to tax under Section 4944 of the Internal Revenue Code of 1954, or corresponding provisions of any subsequent federal tax laws. The Corporation shall not make any taxable expenditures as defined in Section 4945 (d) of the Internal Revenue Code of 1954, or corresponding provision of any subsequent federal laws. It is intended that the Corporation shall qualify as an organization (i) which is exempt from income taxes under the United States Internal Revenue Code of 1954 and corresponding provisions of subsequent federal tax laws and under any applicable laws of the State of North Carolina from time to time in effect and (ii) contributions to which are deductible for income, gift and estate tax purposes under said Internal Revenue Code of 1954 and corresponding provisions of subsequent federal tax laws and under any applicable laws of the State of North Carolina from time to time in effect. In the event the Corporation is liquidated or dissolved, voluntarily or involuntarily, the assets and property of the Corporation, after payment or arrangement for payment of its debts and obligations, shall be transferred, conveyed and delivered to the Trustees of the Diocese of East Carolina; provided, that any funds or property held by the Corporation upon any condition requiring the return, transfer or conveyance of said funds or property, or the unused

portion thereof, upon liquidation or dissolution of the Corporation shall be returned, transferred or conveyed in accordance with said condition.

7th. The Trustees heretofore elected and now serving shall hereafter be known and designated as Directors and shall continue to serve in their respective offices until their successors have been duly elected and qualified, and said Directors shall be vested with all the same rights and subject to the same responsibilities as when designated as Trustees.

8th. Subject to the approval of the Diocesan Conventions, the Directors shall have full power and authority to promulgate, alter and amend such By-Laws, rules and regulations as in their discretion will best promote the interest and purpose for which this corporation is created.

9th. The period of existence of this Corporation is unlimited

The original Charter was revised and rewritten by Certificate of Amendment filed March 26, 1957, in the Office of Secretary of State.

An amendment rewriting the 3rd and 6th articles was adopted by the Directors and approved by the Diocesan Convention January 29, 1971. Articles of Amendments were filed June 17, 1971 in the Office of Secretary of State.

BY-LAWS OF THE EPISCOPAL FOUNDATION OF THE DIOCESE OF EAST CAROLINA, INCORPORATED

(As Amended)

ARTICLE I: The officers of the Corporation shall be a Chairman; a Vice Chairman; a President; a Vice President; a Secretary; and a Treasurer; and such other officers as the Directors from time to time deem advisable. The office of Secretary and the office of Treasurer may be held by the same individual.

ARTICLE II: The seal of the Corporation shall be in the following form, to wit - the word "Seal" surrounded by two concentric circles with the words "The Episcopal Foundation of The Diocese of East Carolina, Incorporated" in the margin between circumference of the two said circles.

ARTICLE III: The affairs of the Corporation shall be managed by a Board of Directors of not less than seven (7) persons and not more than thirty (30) persons to be nominated by the Bishop of the Diocese and elected by the Diocesan Convention. The Trustees of the Diocese shall at all times be members of the Board of Directors, nominated and elected as described, and they shall be included in determining the number of directors within the above limits. Such management shall be in accordance with the By-Laws of the Corporation; provided however that the Bishop of the Diocese of East Carolina shall be at all times Chairman of the Board of Directors and the Chancellor of the Diocese Vice Chairman of the Board; provided also that the Bishop Coadjutor shall be a member of the Board of Directors. The members of the Board of Directors shall be elected for a term of four years, unless otherwise specified at the time of election, by the Diocesan Convention in session at the time of the expiration of the term of their predecessors in office, and such retiring Directors shall hold office until their successors are elected and qualified.

ARTICLE IV: The exact number of the Board of Directors, within the above limits, may be increased or decreased from time to time, as the affairs of the Corporation may render proper, by the Annual Convention of the Diocese of East Carolina, upon nomination by the Bishop. Upon nomination by the Bishop, associate Directors not exceeding five (5) in number, may be appointed by the Directors of the Corporation from time to time to serve from the date of their appointment until the adjournment of the next Annual Diocesan Convention. All Directors, other than the Bishops of the Diocese, shall be lay persons who are interested in the work of the Episcopal Church in the Diocese of East Carolina. The removal of any Director from the Diocese of East Carolina or the severance of his membership in the Protestant Episcopal Church in the Diocese of East Carolina shall automatically work a cancellation of his position as a Director in this Corporation. And all vacancies occurring on said Board of Directors shall be filled by the Board and such persons elected to fill such vacancies shall hold office for the unexpired portion of the terms of their respective predecessors.

ARTICLE V: The annual meeting of the Directors of the Corporation shall be held on the day prior to the assembling of the Annual Diocesan Convention of the Diocese of East Carolina, at the place where said Convention is to be held. If for any cause the meeting is not held on the

day preceding the assembling of said Convention, it shall be held during the time of the Convention or as soon thereafter as is convenient. If for any reason the said annual meeting is not held at one of the times above provided, it shall be held at a time and place to be fixed by the Bishop after conference with the President and Secretary.

ARTICLE VI: General or special meetings of the Directors of the Corporation may be called by the President or any three members of the Board of Directors at such time and place as shall be indicated in such call after at least three days notice by mail to all of the members of the Board of Directors.

ARTICLE VII: There shall be an Executive Committee consisting of the Bishop and the President of the Corporation, who are Ex-Officio members of said Executive Committee, and five Directors who shall be elected annually by the Board of Directors from its membership. The Secretary of the Executive Committee shall be appointed by the President of the Corporation but the Secretary need not be a Director of the Corporation. The Bishop or the President of the Corporation, together with three of the other members of the Executive Committee, shall constitute a quorum for the transaction of business and shall by majority vote possess and exercise all the powers and duties of the Board of Directors with reference to all matters, but only when the Board of Directors is not in session. The Executive Committee shall keep a record of all of its proceedings which shall be certified by the Secretary of the Executive Committee under his hand and which record shall be read at the next meeting of the Board of Directors. The Secretary of the Executive Committee shall call meetings of the Executive Committee upon the request of the Bishop or of the President or upon request of any three members of the Executive Committee.

ARTICLE VIII: All conveyances of real property by the Corporation shall be executed in the name of the Corporation by the President or the Vice President and attested by the Secretary or Assistant Secretary of the Corporation and the corporate seal attached thereto. No conveyances of real estate or bills of sale or transfers of securities, or stocks or other personal property shall be made except by authority of a resolution duly passed by majority vote at a duly constituted meeting of the Executive Committee.

ARTICLE IX: The duties of the secretary and the duties of the treasurer shall be prescribed by the Board of Directors of the Corporation.

ARTICLE X: A majority of the total number of Directors shall be necessary to constitute a quorum for a valid meeting of the Board of Directors for the transaction of business and performance of duties imposed on the Board of Directors by the Charter of this Corporation or by the By-Laws thereof.

ARTICLE XI: The Directors shall designate a depository for the Funds of the Foundation, which depository may also be Custodian of all securities of the Foundation, and the Directors in their discretion may authorize the depository and Custodian to also act as Fiscal Agent for the Foundation. The Fiscal Agent selected by the Executive Committee of the Foundation shall be approved by the Board of Directors.

ARTICLE XII: At the Annual Diocesan Convention at which Directors of the Corporation are to be elected as hereinbefore provided, the number of Directors for the ensuing term of four years shall be fixed by the

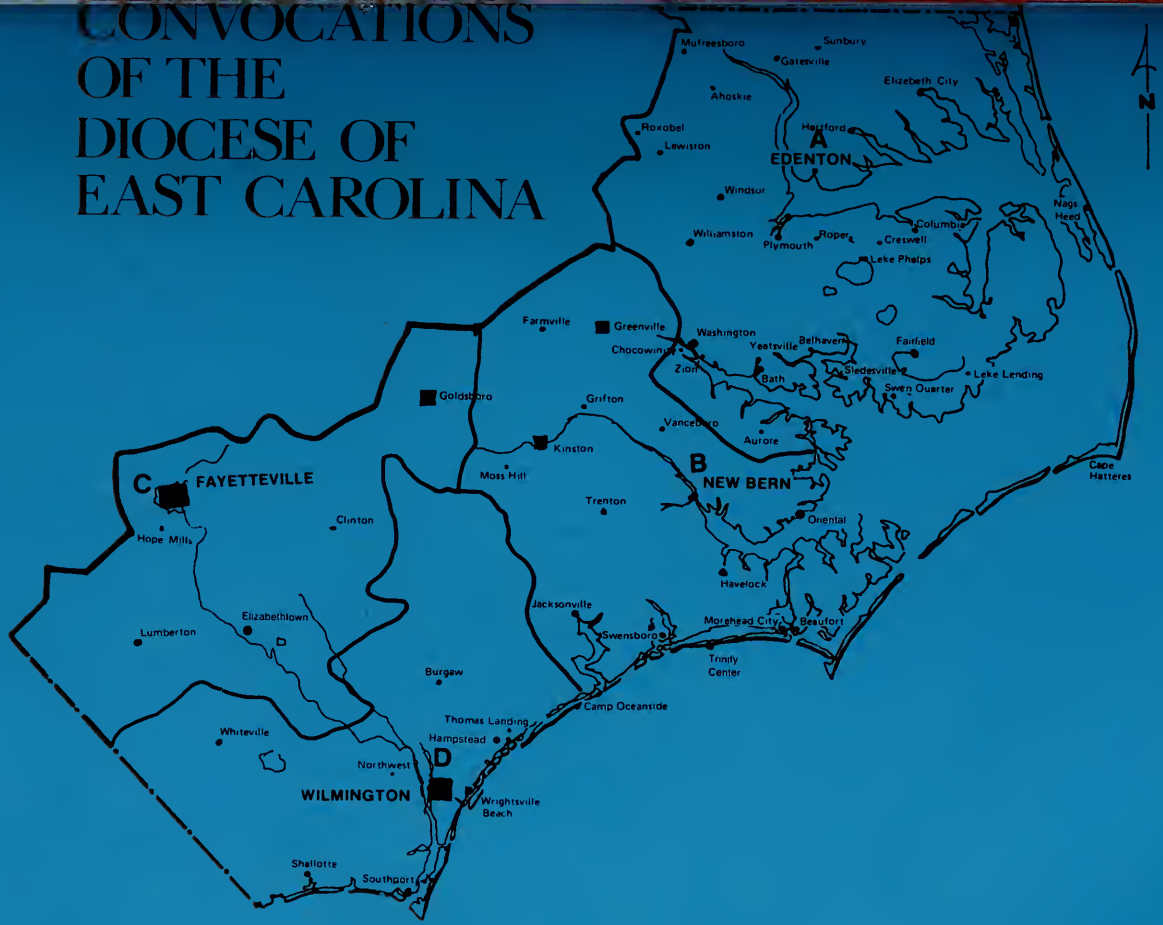
convention and the convention shall then elect the number of Directors so specified who shall hold office for four years from the adjournment of the convention at which they are elected until their successors are elected and qualified.

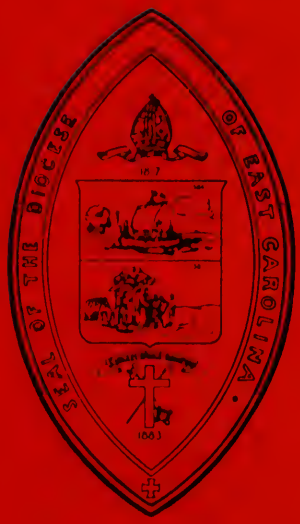
ARTICLE XIII: The Bishop of the Diocese of East Carolina shall Ex-Officio be a member of all of the Committees of the Board of Directors. The Chancellor of the Diocese of East Carolina shall Ex-Officio be a member of the Board of Directors.

ARTICLE XIV: These By-Laws may be altered, amended or repealed at any meeting of the Board of Directors. Such change in By-Laws shall be reported to the next Annual Diocesan Convention for its consideration and approval.

ARTICLE XV: The Charter of the Foundation may be altered or amended by the Board of Directors. Such alteration or amendment shall not be legally implemented under the laws of North Carolina until the same shall have been reported to the next Annual Diocesan Convention for its consideration and be approved by the Convention.

CONVOCATIONS OF THE DIOCESE OF EAST CAROLINA





Journal of the Diocese of East Carolina

ONE HUNDRED TENTH ANNUAL CONVENTION
Hilton Inn
Greenville, North Carolina
February 11, 12 and 13, 1993

CONSTITUTION, CANONS AND RULES OF ORDER
of the Diocese of East Carolina
and
CHARTER AND BY-LAWS OF THE EPISCOPAL FOUNDATION
of the Diocese of East Carolina

1993

INTERDIOCESAN INSTITUTIONS

THE UNIVERSITY of the SOUTH
Sewanee, Tennessee

SAINT MARY'S COLLEGE
Raleigh, North Carolina

THOMPSON CHILDREN'S HOME
Charlotte, North Carolina

SAINT AUGUSTINE'S COLLEGE
Raleigh, North Carolina

KANUGA CONFERENCES, INC.
Hendersonville, North Carolina

JOURNAL
of the
ONE HUNDRED TENTH ANNUAL CONVENTION
of the
PROTESTANT EPISCOPAL CHURCH
in the
DIOCESE OF EAST CAROLINA

Greenville, North Carolina
February 11, 12 and 13, 1993

Table of Contents

Directory of the Diocese 5

Parish Convention Delegations 38

Journal of Convention Proceedings 46

Bishop Sanders' Sermon 62

Bishop Sanders' Address 65

Committee Reports and Resolutions 70

Statistical and Financial Reports 147

Legal and Canonical Documents

Constitution and Canons of the Diocese 183

Extracts from the Canons of General Convention . . . 231

Rules of Order of Diocesan Convention 235

Episcopal Foundation Charter and By-Laws 237

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Elebash, The Rt. Rev. Hunley A., D.D.
1905 Live Oak Parkway
Wilmington, NC 28403
Phone: 762-8888

Fagan, The Rev. Frank F., III
Box 142
Stella, NC 28582
Phone: 393-7890

Fonvielle, The Rev. Lloyd
1243A Columbus Circle
Wilmington, NC 28403
Phone: 763-0716

Glover, The Rev. Mortimer W., Sr.
Davis Health Care Center
1011 Porter's Neck #116
Wilmington, NC 28405

Hadden, The Rev. William J., Jr.
1600 East Sixth Street
Greenville, NC 27834
Phone: 752-7246

Hauser, The Rev. Roscoe C.
2601 Westchester Drive
Fayetteville, NC 28304
484-7166

Hemingway, The Rev. William F.
Rt. 31, Box 451-A
Fayetteville, NC 28306-9742
Phone: 425-2391

Holt, The Rev. Robert T.
207 Manatee Street
Cape Carteret, NC 28584
Phone: 393-2050

Holt, The Rev. Sidney S.
P.O. Box 296
Lake Waccamaw, NC 28450
Phone: 646-4104

Houston, The Rev. Lawrence P., Jr.
18 Old Well Hall
Downhan, Clitheroe
BB7 4BW
ENGLAND

Hutcheson, The Rev. William B. L.
4106 Cary Street Road, Apt. 1
Richmond, VA 23221-2531

Jeffress, The Rev. E. B., Jr.
1956 South Churchill Drive
Wilmington, NC 28403
Phone: 762-3758

Johnston, The Rev. Henry
212 Fuller Street
Fayetteville, NC 28305

Jones, The Rev. Lawrence B.
1607 Concord Street
New Bern, NC 28562
Phone: 636-0686

Livingston, The Rev. W. Cherry
4919 Morton Road
New Bern, NC 28560
Phone: 638-5130

MacKenzie, The Rev. Al
511 E. Main Street
Belhaven, NC 27810
Phone: 943-6413

Miller, The Rev. Sherman
102 Arthur Court
Havelock, NC 28532
Phone: 444-1189

Mott, The Rev. John C.
Apt. 605, Seapath Towers
Wrightsville Beach, NC 28480
Phone: 256-3423

Noe, The Rev. Thomas D.
204 Fairway Drive, P.O. Box 1270
Grifton, NC 28530-1270
Phone: 525-3579

Ormond, The Rev. John James
7919 Masonboro Sound
Wilmington, NC 28409
Phone: 791-4022

Poitier, The Rev. Marlon S.
P.O. Box 2338
Kinston, NC 28501
Phone: 523-6909

Richards, The Rev. John B.
18 Falkirk Drive
Charleston, SC 29407

Rivers, The Rev. John C.
Route 1, Box 107-A5
Bath, NC 27808
Phone: 923-3121

Robinson, The Rev. Peter C.
17 Glenmore Drive
Durham, NC 27707
Phone: 493-5877

Ross, The Rev. Frank M.
316 W. West Street
Southport, NC 28461
Phone: 457-5654

Scogin, The Rev. Alfred, Jr.
24 B Ridgewood Drive
Kinston, NC 28501
Phone: 527-8734

Sharp, The Rev. C. Edward
3526 Canterbury Road
New Bern, NC 28560
Phone: 637-2725

Sibert, The Rev. William C.
2028 Albert Circle
Wilmington, NC 28403
Phone: 799-8918

Small, The Rev. Edward T.
P.O. Box 1332
Burgaw, NC 28425
Phone: 259-9383

South, The Rev. Robert W.
Route 2, Box 1510
Belhaven, NC 27810
Phone: 964-2138

Spruill, The Rev. Edward M.
112 East Main Street
Plymouth, NC 27962
Phone: 793-9328

Stoney, The Rev. James M., Jr.
Route 1, Box 13-A
Saluda, NC 28773

Stringer, The Rev. Warner A., Jr.
116 Youpon Drive, Cape Carteret
Swansboro, NC 28584
Phone: 393-6153

Taylor, The Rev. John E.
P.O. Box 215
Chocowinity, NC 27817
Phone: 975-6516

Thompson, The Rev. C. O'Ferrall
P.O. Box 907
Whiteville, NC 28472
Phone: 642-4828

Torrey, The Rev. Robert
P.O. Box 652
New Bern, NC 28563
Phone: 638-3837

Townsend, The Rev. Kenneth
2521 Paxton Street, Lake Ridge
Woodbridge, VA 22152
Phone: 703-497-4598

Welsh, The Rev. Walter N.
413 Sellers Street, Yaupon Beach
Southport, NC 28465
Phone: 278-9881

Whitney, The Rev. Kenneth L.
Route 1, Box 1258
Manteo, NC 27954
Phone: 473-2491

Wright, The Rt. Rev. Thomas H., D.D.
1625 Futch Creek Road
Wilmington, NC 28405
Phone: 686-7466

One Hundred Tenth Diocesan Convention
LAY DELEGATIONS

St. John's, Edenton

Mrs. Darnell White
Jo Ann Roulac

St. Paul's, Edenton

Joseph Bennett
Pat Bennett
Mrs. Edward Bond (Snooky)
Allen Hornthal

Christ Church, Elizabeth City

Cecilia Austin
Thomas Pritchard
Gary Cooper
Jane Umphlett
Mary Foytik

St. Christopher's, Elizabethtown

John Mott
Irene Hathcock

St. George's, Engelhard

June Liverman
Jimmie Spencer

All Saints, Fairfield

Mary Armstrong
Eric Cahoon

Emmanuel, Farmville

Roger Collins
Kathy Rafferty

Holy Trinity, Fayetteville

Nancy Broadwell
Judy Barratt
Scott Hancox
Sally Caldwell
Thomas Holt
Lisa Nance
Joyce Loughlin
Liz Nunnally
Libba Pate
Jerry Thrasher

St. John's, Fayetteville

Hal Broadfoot
Anne Evans
Patti Hutaff
John Pollard
Brownie Schaefer
William C. Powell
Herbert H. Thorp
Carl Rosenbaum
Eddie Waren
Patricia H. Schaefer

St. Joseph's, Fayetteville

Gwendolyn Hodges
Ernestine Smith
Taylor Jones

One Hundred and Tenth Diocesan Convention
LAY DELEGATIONS

St. Thomas, Ahoskie

Larry Overton
David Simons
Anne Tucker

Betsy Overton
Gretchen Simons
Thomas Tucker

Holy Cross, Aurora

Harry Douglas

Mrs. Harry Douglas

St. Thomas, Bath

Mary Jane Daugherty
Judy Glick

Penny Brinkley
Josie Hookway

St. Paul's, Beaufort

Penelope Lloyd
Charles Phillips
George Eastman,
Dorothy Porter

Anne Eastman
Joe Johnson
James Midgett, Jr.
Patricia Phillips

St. James, Belhaven

Mary Ellen Wahab

Tom Allen

St. Mary's, Belhaven

David Henderson

Delores Alston

St. Francis-by-the-Sea, Bogue Banks

Donna Getty

Grace Kemp

St. Mary's, Burgaw

Mary Caputo
Anthony Caputo

Mary Wright Cantwell
Harrell Tyson

Trinity Church, Chocowinity

Bill Doar
Phyllis Hendrickson
Virginia Powell

Marian Day

St. Paul's, Clinton

Jo Butler
Ruth Morris

Milton Rice
Barbara Werner

St. Andrew's, Columbia

Ruth Woodley

Martha Simpson

One Hundred Tenth Diocesan Convention
LAY DELEGATIONS

St. Paul's-In-The-Pines, Fayetteville

Tricia Joyce
Mark Dickinson
Don Walter
Jo Ann Lowder
George Roraback

St. Mary's, Gatesville

George Ryan
Charles H. Carter, III

St. Andrew's, Goldsboro

Wilma Case
Vanessa Stovall

St. Francis, Goldsboro

Vann Daniel
Octavia Kelly
Salty Wyatt
Charlotte Campbell
Geri Kent
Lillian Wyatt

St. Stephen's, Goldsboro

Thomas Brown
Jesse Parks
Albert Parrott
Elizabeth Sutton
Lee Borden
David Jackson

St. Paul's, Greenville

Ted Gartman, Jr.
Frances McKinney
Robert Powell
Mary Ross
Mary Vars
Michael Bell
Martha Gartman
Carlynn Knott

St. Timothy's, Greenville

Rhine Fecho
Susan Holmes
Mary Ava Johnson
Winston Kobe
Douglas J. McMillan
Alexander Smith

St. John's/St. Mark's, Grifton

Eugene Fleming
J.W. Worthington
Joe Price
Vesta Tyndall

Holy Trinity, Hampstead

Barbara Pennington
Frank Wakefield
Marge Grant
Kay Johnson

One Hundred Tenth Diocesan Convention
LAY DELEGATIONS

St. Christopher's, Havelock

Robert Cole
Robert Emerson
Linda Morgan
Enid Cole
Helen Emerson
Elizabeth Kroeger

Holy Trinity, Hertford

Barbara Kehayes
Byron Kehayes
Julian Winslow

Christ Church, Hope Mills

Stan Douglas
Sue Horne
Sherrie James
Tucker Barbour
Gloria Brehm
Patricia Shea

St. Anne's, Jacksonville

John Carter, Jr.
Ellen McMillan
Joe McNally
Bob Swindell
John J. Chester
Alicia Ragsdale
Carl S. Ragsdale
James J. Wiese

Holy Innocents, Kinston

George Bryan
Larry Elmore
Melvin Whitfield
Edith Elmore
Jane Newman
Marguerite Whitfield

St. Augustine's, Kinston

Beulah Hussey
Eddie Shackleford, Jr.
Mrs. Charles Hardy
Nehemiah Parker

St. Mary's, Kinston

Ben Baker
Jamie Crisp
Constance Hengel
Jo Parrott
Bill Vandivere
Robert Bizzell
Donald Skinner
Kelly Tingle
Sarah Weeks

Grace, Lewiston

T.W. Griffin
C. B. Griffin

Trinity, Lumberton

Bonnor Hudson
Carol Mozingo
Betty Westfall
John Rozier
Mrs. John Rozier

One Hundred Tenth Diocesan Convention
LAY DELEGATIONS

St. Andrew's, Morehead City

Harriet Gruber
Bill Holt
Tony Marraro
Fred Odell
William Hill
Evelyn Olschner
Grace Kemp

St. Andrew's, Nags Head

Susan Frucci
Jim McCreery
Ray Pratt
Helen van Laer
Lois Bradshaw
Dottie Pratt
Nicholas van Laer
John H. Woolard

Christ Church, New Bern

Ann Bustard
Walter Jones, Jr.
Mary Parrish
David Stoller
Elizabeth Ward
Mrs. Terry Brubaker
Howard Constant
Pat Henson
Dora Taylor

St. Cyprian's, New Bern

Catherine Moore
C.C. Stewart
Jasper Hayes
John Robinson

All Souls, NW-Riegelwood

Yvonne Hamilton
Eleanor Cox

St. Thomas, Oriental

Jean Akhao
June Carpenter
George R. Robinson
Ralston Welch

Grace, Plymouth

Jean Fordham
Pat Polk
Jerry Polk

St. Luke's/St. Anne's, Roper

Muril Wallace
Kathryn Wallace

St. Mark's, Roxobel

John Pegram
Harriet Pegram

One Hundred Tenth Diocesan Convention
LAY DELEGATIONS

St. Jame's-the-Fisherman, Shallotte

Sky Bramley
Jim Commerton
James Wegge
Carol Bramley
Anne Commerton
Delores Wegge

St. John's, Sladesville

Florence Williams

St. Philip's, Southport

Ginny Byrd
Jan Fairley
Cliff White
James Byrd
William Crowe

St. Peter's, Sunbury

Joyce Brown
Bedford Brown

St. Peter's by-the-Sea, Swansboro

Frederick H. Hoffman
Eddie A. Sowell
Toni S. Sowell
Millie Grahling
Betty L. Hagood

St. Philip's, Thomas Ldg/HR

Don Smythe
Lisa Pierce

Grace, Trenton

David Miller
Virginia Pollock

St. Paul's, Vanceboro

Abe Cleve
Fountain Simpkins
Muriel Brothers
Virginia Cleve
Mavis Simpkins

St. Paul's, Washington

Muriel Brothers
Emma Holley

St. Peter's, Washington

Sarah Graves
Hodges Hackney
Alice D. Lynch
Lex Mann
Carol Tayloe
Richard A. Barber
William S. Greene
Ann T. Harrell
Anita E. Tyndall

One Hundred Tenth Diocesan Convention
LAY DELEGATIONS

Zion, Washington

Jack Comish
Frances Douglas
Shirley Comish

Grace Church, Whiteville

Kay Horne
Kay Rabil-McNeill
William Horne
Carol Schriber

Church of the Advent, Williamston

Mary Charles Coppage
Stan Crowe
William O. Webb
William J. Bridgen
Lurene Bridgen
Vernon Whitley

Good Shepherd, Wilmington

Rebecca Dixon
Charlotte Magee
Scott Nunn
David Flagler
Wes Magee
Dennis Sealey

Church of the Servant, Wilmington

Vera Harold
Keith Hines
Hoke Pollock
Jane Baker
Deborah Heathcock
Pamela Minor

St. Andrew's, Wilmington

Pat Howe
Mike Monroe
Ellen Williams
Bill Young
Peggy Manchester
Carrilee Monroe
Bunny Ray
Susan Trimble

St. James, Wilmington

Bebe Adams
Clayton Callaway
Deane Gornto
Ann Parker
Jean Smith
June Blair
Brad Cantwell
Erich Cluxton
Jake Hunt
John Murchison

St. John's, Wilmington

Rod Andrew
Richard Craft
John King
Helen Kutrow
Harriette Wagner
Kathryn Cando
Chan Daniel
John R. Jefferies
Glenn Peterson
May Williams

One Hundred Tenth Diocesan Convention
LAY DELEGATIONS

St. Mark's, Wilmington

Julian Fulton
Susan Murphy
Sandra Spool
Mary Fulton
Lousie Outler
Thomas Warren

St. Paul's, Wilmington

Stuart Egerton
Nancy Hosea
Sam Kneale
Jere Lewis
Dee Keifer

St. Thomas, Windsor

Bill Hazelgrove
Sue Pritchett
William Pritchett, Jr
Clara Bell
Holly Mack Bell
Jessie Hazelgrove

JOURNAL OF PROCEEDINGS
ONE HUNDRED TENTH ANNUAL CONVENTION
HILTON INN, GREENVILLE, NORTH CAROLINA

On Friday, February 12th, 1993, at 9:00 a.m., The Rt. Rev. B. Sidney Sanders called the One Hundred Tenth Annual Convention of the Diocese of East Carolina to order.

Opening prayers were conducted by The Rev. H. King McGlaughon, Jr., before beginning the business session of the convention.

The Rev. Mr. McGlaughon announced that a majority was present at the convention in both orders: 57 priests, 150 lay delegates, 81 alternates, 10 retired priests, 11 deacons, 21 youth and 111 guests.

Bishop Sanders extended his heartfelt appreciation and thanks to The Rev. Joe Cooper for last night's service.

Nominations were opened for the office of Executive Secretary of the 110th Annual Convention. Mrs. Ginny Shew, Chairperson of the Nominating Committee, moved to nominate The Rev. H. King McGlaughon, Jr., for the office of Executive Secretary. The nomination was seconded; nominations were closed and The Rev. Mr. McGlaughon was duly elected.

Bishop Sanders then nominated Mr. P. C. Barwick as the Chancellor of the Diocese. The convention voted, and Mr. Barwick was duly elected. Bishop Sanders then appointed Mr. P. C. Barwick as Parliamentarian. Mr. Holley Mack Bell was appointed as Historiographer.

Mrs. Ginny Shew then nominated Mr. Wallace Weeks for the office of Treasurer. The nomination was seconded; nominations were closed and Mr. Weeks was duly elected.

Bishop Sanders then appointed David Stoller as Dispatch of Business for the 1993 convention.

The Rev. Mr. McGlaughon was called upon by Bishop Sanders and made the following announcements: Information is available at each table which was

distributed by the Racism Committee of the Diocese. As part of the work of the convention for the next two days, the members were asked to be conscious of and pray and think about racism. Three people have been asked to serve as racism feedback people, and they are pictured and named in a brochure that is available: Sheila Walker, Ted Gartman and R. C. West. These persons will be available for discussion with the members during the convention.

On Friday at 5:30 p.m., various hearings will be held which will be discussed later. Also, 1994 Deputy General Convention nominees will be present and available for discussion.

Mr. Robert Van Veld, Chairman of the Convention Committee, was called upon by Bishop Sanders to give his report and move for the adoption of the convention agenda. On behalf of the convention, Mr. Van Veld expressed his appreciation to the committee members for their work in preparation for the convention agenda, as shown in the workbook. The motion was seconded and unanimously carried.

Bishop Sanders welcomed the 21 parish youth representatives present at the convention and asked them to stand and be recognized.

The following committees were appointed by the Bishop:

Nominations Committee: Mrs. Ginny Shew, Chairperson; Mrs. Jo Parrott, The Rev. Scotty Brock, The Rev. Phil Glick and Mrs. Barbara Houston.

Committee on Bishop's Address: The Rev. Ham Fuller, Chairman; The Rev. Bob Dannals, Mr. Fred Odell, Mr. Julian Fulton and Mrs. Sue Pritchett.

Credentials Committee: The Rev. H. King McGlaughon, Jr., Chairman; The Rev. Tom Noe, Ms. Judy Covington and Mrs. Penelope Lloyd.

Courtesy Committee: Mrs. Harriette Wagner, Chairperson: Mrs. Mary Foytik, The Rev. Jimmy Taylor and The Rev. Frank Russ.

Constitution and Canons Committee: The Rev. H. King McGlaughon, Jr., Chairman; The Rev. Russell Johnson, The Rev. Bonnie Clarke, Mr. John Carter, Mr. William Vandivere and Mr. David Stoller.

Resolutions Committee: The Rev. Lucy Talbott, Chairperson; The Rev.

Matthew Stockard, Mrs. Elizabeth Ward and Mr. Larry Overton.

Bishop Sanders introduced and welcomed Bishop Elebash and his wife. Ethan Fladd, who will serve as a linkage person at the National Church Headquarters, was then introduced by Bishop Sanders.

St. Francis By-the-Sea, Bogue Banks, was recognized and welcomed by Bishop Sanders as an organized mission. The Rev. Bob Hobgood then moved that St. Francis be given a seat and a voice during this convention and thanked them for their commitment and dedication. The motion was seconded and unanimously carried.

Bishop Sanders introduced and welcomed the following new clergy to the Diocese of East Carolina: The Rev. Jack Banks, Interim at St. Paul's, Greenville; The Rev. Milton Cole, Interim at St. Andrew's By-the-Sea, Nags Head; The Rev. Carolyn Craig, Deacon-in-Training at St. Timothy's, Greenville; The Rev. Bob Dannals, Rector of Christ Church, New Bern; The Rev. Jerry Fisher, Interim at St. Stephen's, Goldsboro; The Rev. Gary Noteboom, Rector of Trinity, Lumberton; The Rev. Jack Rivers, Locum Tenans at St. John's, Wilmigton; The Rev. Renfro Sproul, Interim at St. James, Wilmington; The Rev. Jimmy Taylor, Rector of Emmanuel, Farmville. Bishop Sanders announced that The Rev. Frank Fagan and his wife have returned to the Diocese. There are two new Vocational Deacons at St. Anne's, Jacksonville: Deacon Kay Swindell and Deacon Elaine Irving.

The Rev. Pat Houston has retired as Rector of St. Paul's, Greenville, and The Rev. Bob Cook has retired as Rector of St. James, Wilmington, and are not present at the convention.

Bishop Sanders announced two deaths in the Diocese in the past year: The Rev. Don Porcher, Rector of St. Andrew's By-the-Sea, Nags Head, and The Rev. Ed Philipson. The convention stood for a moment of silent prayer in their memory.

Bishop Sanders then introduced and welcomed the following seminarians: Ben Dixon, Sewanee; Jeff Krantz, General. Members of the School for Vocational Deacons: William Cameron, Linda Fish, Jack Gladstone, Doug McMillan and Susan Moody-Duval. Dwight Johnson will be ordained to the diaconate soon to serve at St. Cyprian's, New Bern.

Bishop Sanders then presented his Address to the 110th Annual Convention of

the Diocese of East Carolina, copies of which were made available at the front podium.

Bishop Sanders moved to officially create the position of Assistant Bishop. The motion was seconded; there was no discussion, and the motion was unanimously carried.

Mrs. Ginny Shew, Chairperson of the Nominations Committee, was then called upon for her report. Mrs. Shew expressed her thanks to everyone for getting nominations in on time so they could be published in *CROSS CURRENT*.

Mrs. Shew advised that only delegates may vote; clergy and deacons must have been canonically resident for at least three months prior to the convention and must have been ordained for three months. The committee suggested that this convention vote by majority ballot, and Mrs. Shew so moved. The motion was seconded; there was no discussion and the motion was unanimously carried.

In tomorrow's election for Executive Council, there will be a one-year unexpired term that needs to be filled in the Clergy Order. To simplify this vote, it was suggested that the fourth highest clergy vote-getter will fill the one-year term. Mrs. Shew then moved that the convention elect the fourth highest clergy vote-getter to fill the one-year unexpired clergy term on the Executive Council. The motion was seconded and following brief discussion, the motion was unanimously carried.

Nominations were then announced for members of the Standing Committee. Clergy Order: The Rev. James Cooke of St. Anne's, Jacksonville, and Chris Burti of Emmanuel Church, Farmville. There being no further nominations from the floor, nominations were closed. A motion was made to elect these two persons by acclamation, the motion was seconded, and the motion was unanimously carried.

The Rev. Phil Craig was called upon for his report on the Standing Committee. The Rev. Mr. Craig advised the convention that the Standing Committee will file its report by title.

Bishop Sanders called upon The Rev. King McGlaughon for his report on Constitution and Canons. The Rev. Mr. McGlaughon referred to a package entitled, "Proposed Revision to the Canons of the Diocese of East Carolina,"

and advised that there would be further discussion at 5:30 p.m. on the canonical changes.

Most of the proposed changes in the canons are changes that would enable the deanery restructure of the Diocese and would facilitate the reorganization of the departments of the Diocese. In addition to those types of changes, there are a few other changes that are significant but not too dramatic.

There is also a provision for the dissolution of the relationship between a priest and his or her parish, which has not been in the canons, but it is a direct copying of the National Church Canons, which already apply to every Diocese in the country.

There is also some new detail about the admission of congregations to the Diocese. Years ago, most of the practical differences between parishes and missions were negated, and in the process of doing that, some opportunity was lost to help congregations form and grow and become full members of the Diocesan family. There is an effort, at this point, to put some new structure into the canonical framework that would give guidance to both congregations and the Standing Committee and Executive Council and to the department that deals with congregational growth and development.

There are also many small, technical changes that are designed to make the canonical language inclusive.

These changes are proposed as a unit, and The Rev. Mr. McGlaughon is in hopes that the convention will adopt this as a unit. Any questions, problems or ideas may be discussed today at 5:30 and the convention will vote on February 13th.

The Rev. Mr. McGlaughon referenced a blue sheet entitled, "Proposed Amendments to the Constitution of the Diocese of East Carolina," which will be handled separately, and eliminates the requirement of confirmation to vote in parish elections. There is a further canonical change that would take effect after the constitutional amendment, and it is to spell out, in detail, that it is expected that all adult members of this church, after appropriate instruction, will have made a mature, public affirmation of their faith and commitment to all of the responsibilities of their baptism and will have been confirmed or received by a Bishop of this church or a church in communion with this church.

Bishop Sanders commented on the confirmation requirement, saying the intent of the canon is to eliminate confirmation as a qualification both for membership in the vestry and for voting. If the proposed canon changes are passed, confirmation will be a sacrament for the church that is an adult confirmation of baptismal faith, but not an entry into the political life of the parish. Confirmation is taken away from that dimension of parish life. A member of the church, not a confirmed adult communicant, may both vote and serve in an offical capacity in the parish.

Bishop Sanders then called upon Donald Hickman for his report from the Clergy Salary Study Committee, which appears in full on Page 29 of the workbook. The committee recommended that all Diocesan salaries be increases by 3.5% in 1993 to reflect the national estimates of cost-of-living increases.

The committee continues to strongly recommend that there be a Clergy Compensation Review Process. Mr. Hickman moved for the adoption of this report by the convention. The motion was seconded; there was no discussion, and the motion was unanimously carried.

In the absence of Clarence Leary, Ms. Nancy Broadwell was called upon by Bishop Sanders for the report on Stewardship. Mrs. Broadwell submitted the report of the Stewardship Committee by title, which appears on Page 57 of the workbook.

Bishop Sanders called upon The Rev. Russell Johnson to present a proposed resolution. After announcing that Clarence Leary would not be returning as Stewardship Chairman of the Diocese, a resolution was read. The Rev. Mr. Johnson moved for the adoption of this resolution. The motion was seconded, the convention voted, and said resolution was duly adopted.

The Rev. King McGlaughon was called upon for his report on Restructure. The Rev. Mr. McGlaughon advised that the restructuring of the Diocese and the organization of the Diocese into deaneries is already paying off in unexpected ways. The family of the Diocese has come together in times of sharing and communication, and as the parishes begin to see themselves in regional families, it will help them sense that we are "us" and not "they" and help us support and care for each other in Christ in ways that have not been possible in the past.

Mr. Mike Thomas, a representative from the Church Pension Fund, was called upon by Bishop Sanders to speak to the convention. Mr. Thomas briefly

described the pension fund and assured the members that these funds are safely invested for their future. Mr. Thomas then announced that there is a toll free number, 1-800-223-6602, for any questions anyone might have regarding this fund.

Bishop Sanders encouraged the convention to remember that this convention is a learning process to learn how to better utilize time spent together for discussion and sharing of ideas rather than debate.

Bishop Sanders recognized Sheila Walker, who has been selected as Assistant Principal of the Year in the State of North Carolina.

Bishop Sanders announced that St. James-the-Fisherman in Shallotte will consecrate their new church building at 2:30 p.m. on Easter Sunday, April 11th, and invited the convention to be present. There will also be a groundbreaking at Holy Trinity in Hampstead on February 27th at 10:00 a.m. and all are invited.

Ethan Fladd, from the headquarters of the church in New York City, was introduced by Bishop Sanders and spoke to the convention. Mr. Fladd works at the church on environmental issues and racial justice issues. The linkage system referred to by Bishop Sanders is designed to try to help folks have someone at the national church headquarters that they can relate to. Mr. Fladd will act as liaison to link members up with the right parties when they need assistance. The telephone number is 1-800-334-7626, Extension 5222.

Bishop Sanders called upon Alicia Alford, Chairperson of the Communications and Stewardship Committee. The first goal of the Stewardship Committee for 1993 is educating, informing and communicating, which is hoped to be accomplished by providing information on stewardship materials that are available, conducting stewardship training workshops and holding informational seminars. The second goal is to recommit the Diocese to the policy of giving as much to others as is given to ourselves. The third goal is to educate churches on the role of the Diocese and how pledges to the Diocese are spent.

The Rev. Bob Hobgood, Chair of the Department of Congregations and Development, was called upon for his report. The Rev. Mr. Hobgood outlined the intentions of the Department of Congregations and Development.

Bishop Sanders called upon The Rev. Matt Stockard for his report on the

Department of Christian Formation. The Rev. Mr. Stockard spoke briefly on the components of Christian Formation and informed the convention of a project for a unique christian opportunity for the Diocese which will take place later in 1993.

Marty Fulton, Chairperson of the Department of Missionary Outreach, came forward and outlined the various departments involved in the missionary effort. Work is underway on the department budget request with the Finance Committee and the Executive Council.

Bishop Sanders called upon Mr. Wallace Weeks, Diocesan Treasurer, to report on the 1992 budget. The Diocese came in under budget and 1992 was a very good year. Mr. Weeks highlighted the various items in the budget and gave a brief overview of the income and expenses for the year. A motion was made to accept the Treasurer's Report; the motion was seconded and said report was accepted as filed.

Dr. Allen Hornthal, Chairman of the Finance Committee, was called upon for the presentation of the Proposed 1993 Budget. Dr. Hornthal advised that the budget is on Page 19 of the workbook and hearings will be held after today's session, at which time any questions will be responded to or any necessary clarification given. Mr. Hornthal then submitted the 1993 Proposed Budget for acceptance, which will be voted on tomorrow.

Bishop Sanders then made the following announcements: Welcome to The Rev. George Hill, Interim at Hampstead. Christ Church at Hope Mills will be having their groundbreaking on May 2nd, 1993 at 11:00 a.m. Clergy packets with insurance forms and updated directories are available at the front podium. The AA meeting will be held at 5:30 p.m. in the Greenville Room at the Hilton. The Committee on the Bishop's Address will meet at the podium at lunch.

Bishop Sanders introduced The Rt. Rev. Chester Talton, Suffragan Bishop of the Diocese of Los Angeles, and welcomed him to the convention. Bishop Talton then spoke to the members on the issue of continued dealing with racism, and the importance of total commitment in this regard.

The Rev. Ron Abrams came forward to offer Noon Day Prayers at the request of Bishop Sanders. The Rev. Joe Cooper then explained the lunch break and the discussions which will follow regarding racism. Deacon Elaine Irving from St. Anne's, Jacksonville. Dr. Luther McManus from St. Joseph's in

Fayetteville and Dwight Johnson of St. Cyprian's, New Bern spoke briefly to the convention.

The Rev. Richard Warner was called upon to organize the convention for the afternoon breakout sessions. In keeping with this year's convention theme, group discussions will focus on racism and the importance of companionship and dialogue. The Rev. Mr. Warner announced where meetings will be held for various groups, and the morning session of the convention was adjourned until 2:00 p.m. Breakout sessions will convene at 2:00 p.m. and continue until 4:00 p.m.

Bishop Sanders reconvened the convention and called upon Mrs. Patti Campbell to report on Episcopal Church Women. Mrs. Campbell spoke briefly to the convention and advised that the ECW report appears on Page 44 of the workbook.

The Rev. Janet Watrous was called upon for her report on St. Mary's College, which appears on Page 62 of the workbook. The Rev. Mrs. Watrous reviewed the programs at St. Mary's and announced that there are 390 students, 75 of which are Episcopalians, together with 8 college sophomores who are in Confirmation Class, four of whom have not yet been baptized.

Bishop Sanders called upon Mr. William Moore to address the convention on Thompson Children's Home. Mr. Moore filed his report by title and requested the convention to complete and return the survey forms included in their packets. Mr. Moore introduced the new Development Director at Thompson, Tom Hinkleton, and outlined his background before coming to Thompson. Katherine Chapman was then introduced as Development Associate.

The Rev. Lucy Talbott came forward to present the proposed resolutions, which included the following: A resolution of thanksgiving recognizing The Rev. Don Porcher, Mr. Waverly Broadwell, The Rev. Bob Cook, The Rev. Pat Houston, Mrs. Caronell Chestnut and Ms. Jane Wynne.

The Rev. Russell Johnson spoke in honor of Caronell Chestnut, who will be retiring soon. The Rev. Hilary West spoke in honor of The Rev. Don Porcher, followed by The Rev. Phil Craig, who spoke in honor of Mr. Waverly Broadwell. Mrs. Ann Parker then came forward to speak in honor of The Rev. Bob Cook, who has recently retired, followed by The Rev. Lucy Talbott, who spoke in honor of The Rev. Pat Houston and Ms. Jane Wynne.

The Rev. Lucy Talbott then presented the remaining resolutions, which are available at each table. The Rev. Ms. Talbott outlined the proposed resolutions: A resolution against racism, a resolution concerning the tobacco industry, the Companion Diocese and Stewardship.

The Rev. Ms. Talbott referenced and read the other resolutions, which begin on Page 67 of the workbook. All of these resolutions will be discussed today at hearings and will be presented for action tomorrow.

Bishop Sanders then called upon Mrs. Rosemary Stark to speak to the convention on the Interfaith Refugee Resettlement Program. Mrs. Stark outlined this new program in the Diocese, which began last March, and stressed the need for refugee sponsorship throughout the Diocese. Christ Church and St. Cyprian's in New Bern are working together to sponsor a refugee family from Vietnam who will arrive in late February. St. Francis Church in Goldsboro voted to sponsor a Russian refugee family.

Mrs. Josie Hookway came forward and spoke to the convention on the current situation in Somalia and the works of the National Church abroad. The National Church has asked the Episcopal Church for volunteer doctors and nurses to go on emergency medical teams to Somalia. If anyone is interested in this endeavor, they may call to the national office at 1-800-334-7626, Extension 5328, and speak with Melba Larson, who is in charge of organizing the medical teams. Transportation expenses and a small monthly stipend will be paid to those participating.

Bishop Sanders called upon Deacon Gloria Price for her report on the Commission on Aging. This year, the Commission has sought to make the Diocese aware of aging issues, and the complete report appears on Page 39 of the workbook.

Mr. Chan Daniel, Retiring President of the Episcopal Foundation, was asked to address the convention. Mr. Daniel briefly discussed the increased dependence of the Diocese on funds from the foundation. Over a three-year period, this has gone from $65,000 to $210,000, which cannot be sustained over a period of time and must be reduced to avoid seriously impinging on the purchasing power of the fund over time. During the same three-year period, the market value of the assets of the foundation have grown from $3.7 million to nearly $5 million. A new loan program has been adopted to encourage expansion among the parishes, which replaces an older program.

Bishop Sanders then announced the various times and locations of the scheduled hearings on proposed resolutions, budget, Constitution and Canons and racism.

The following nominations were announced by Bishop Sanders:

Trustee of Thompson Children's Home: Penny Lloyd.

Trustees of the Diocese: Ted Gartman and Hodges Hackney.

Lay Persons for Executive Council: Sky Bramley, Richard Craft, Judy Glick, Rozanne McCotter, Jo Parrott and Carl Ragsdale.

Clergy Nominees for Executive Council: Joe Cooper, Phil Craig, John Hagood, Pam Miller and Ed Smith.

Lay Nominees for Deputies to General Convention: Chan Daniel, Ted Gartman, Nancy Hosea, Dill Lynch, Alicia Ragsdale, David Stoller, Bob Van Veld and Ruth Woodley.

At 5:30 p.m., Bishop Sanders adjourned the February 12th session of the 110th Annual Convention of the Diocese of East Carolina. Proceedings will be resumed at 9:00 a.m. on Saturday, February 13th, 1993.

SATURDAY, FEBRUARY 13TH, 1993

The second session of the 110th Annual Convention of the diocese of East Carolina was called to order by Bishop Sanders at 9:00 a.m.

The Rev. Lucy Talbott was called upon for a special order of business concerning The Rev. Carolyn Craig. The Rev. Ms. Craig is experiencing serious medical problems and results will be forthcoming from the Mayo Clinic. She and her family will be especially remembered in prayer this morning.

The Rev. H. King McGlaughon, Jr., delivered opening prayers, followed the Liturgy of the Word. Bishop Sanders then presented his Homily before beginning the legislative session of the convention.

Bishop Sanders then explained the rules of the elections and the convention

voted for the offices to be filled.

The Rev. Mr. McGlaughon announced that a lengthy hearing was held on Friday afternoon on the proposed changes in the Constitution and Canons. The Rev. Mr. McGlaughon pointed out several changes and amendments that arose as a result of the meeting. Following lengthy discussion and further proposed changes and amendments, the question was called for. The motion was seconded; the question was called for, the convention voted and the proposed canonical changes were duly adopted.

The Rev. Mr. McGlaughon referenced the blue sheet containing the proposed constitutional amendment which would redefine voting rights in parish elections, and then moved for the adoption of said amendment for the purpose of debate. The motion was seconded, discussion followed, for and against, and a motion was made to table the proposed amendment at the present time. There was no discussion, the question was called for to table this amendment. The amendment was not tabled and remained on the floor for discussion.

Following further discussion, the question was called for, and the convention voted as follows: 144 for and 111 against. The amendment to redefine voting rights in parish elections was passed and will be submitted to the Convention for a vote again next year.

An amendment to the constitution was proposed regarding elimination of the requirement that delegates to Diocesan convention be confirmed communicants. It was proposed that this be eliminated so as to be consistent with baptized members in determining the representatives to the Diocesan Convention. The Rules of Order would have to be suspended in order for this proposal to be considered on the floor. A motion was then made to suspend the Rules of Order in connection with the proposed amendment. The motion was seconded; the convention voted, and the motion was not carried.

Ms. Carol Taylor, Youth Director, was called upon by Bishop Sanders for her report on the Department of Youth. Ms. Taylor advised that the youth ministry program continues to grow and several weeks ago, the largest youth event ever was held in Wilmington, with 354 youth and adults in attendance.

This year's youth ministry program theme is evangelism, and our young people are sharing a commitment to their faith by encouraging others to participate in the church.

Camp Trinity had an attendance of 597 campers over the summer. The major achievement of Camp Trinity is that it has been accredited by the American Camping Association. Camp Trinity brochures for 1993 have been mailed and 300 applications have already been received.

The Rev. Phil Craig, Chair of the Trinity Center Board, came forward and gratefully acknowledged the services of Alicia Ragsdale, Head of the Long Range Planning Committee. The Rev. Mr. Craig advised that the complete report of the Trinity Center Board appears on Page 58 of the workbook.

Mike Morgan, Executive Director of Trinity Center, was called upon and addressed the convention on the various activities at Trinity Center. 1992 was a great year for Trinity Center, and they hosted 88 Episcopal groups, vestry retreats, Diocesan youth events and parish family retreats.

The Elderhostels were well attended, and there are twelve scheduled for 1993. A summer Sound to Sea camp was started, and there will be nine sessions serving first through seventh graders. Mr. Morgan spoke to the problem of cancellations at Trinity and encouraged those needing the facility to work diligently on this so as to prevent a loss of income to Trinity.

Dr. Allen Hornthal, Chairman of the Finance Committee, was called upon to move for the adoption of the 1993 budget. Dr. Hornthal advised that budget hearings were held on Friday and referred to the proposed budget on Page 19 of the workbook.

Several points of clarification were made by Dr. Hornthal, and the budget was then presented for adoption. The motion was seconded; the convention voted, and the 1993 Proposed Budget was duly adopted as presented.

Following a brief recess, Bishop Sanders announced the following election results: Trustee of the Diocese, Ted Gartman; Trustee of Thompson Children's Home, Penny Lloyd; Clergy Members of Executive Council, The Rev. Joe Cooper, The Rev. Phil Craig, The Rev. Pam Miller and The Rev. Ed Smith; Lay Deputies to the General Convention, Chan Daniel, Ted Gartman, David Stoller and Bob Van Veld; Lay Members of Executive Council, Sky Bramley, Judy Glick, Jo Parrott and Carl Ragsdale; Clergy Deputies to the General Convention, The Rev. Phil Craig. Following a second ballot, Bishop Sanders announced that The Rev. Lucy Talbott has been elected as Clergy Deputy to the General Convention.

Mr. Stuart Egerton then spoke to the convention on the issue of racism and affirmed his dedication to confronting this issue in his church and invited all other Senior Wardens and Delegates to consider doing the same.

Bishop Sanders called upon The Rev. Sherm Miller to address the convention on the topic of the Companion Diocese. The Rev. Mr. Miller spoke on the proposed resolution to make East Carolina a Companion Diocese with the Diocese of Puerto Rico and discussed the shape and direction that such a liaison should take. A committee has been formed to frame up the exact relationship that should exist in terms of behavioral objectives.

The Rev. Lucy Talbott was called upon to present the proposed resolutions for a vote. The Rev. Ms. Talbott moved for the adoption of the resolution against racism as written. The motion was seconded and following brief discussion, the convention voted and said resolution was duly adopted.

The Rev. Ms. Talbott then moved for the adoption of the next resolution concerning the tobacco industry. The motion was seconded, discussion followed, and it was then moved to table this resolution. The motion to table was seconded, there was no discussion, the convention voted, and the resolution was tabled.

The Rev. Ms. Talbott moved for the adoption of the next resolution concerning the Companion Diocese relationship with Puerto Rico as written. The motion was seconded, there was no discussion, the convention voted and said resolution was duly adopted.

The Rev. Ms. Talbott moved for the adoption of the next resolution concerning Stewardship with the proposed change in the third paragraph, which was read by The Rev. Ms. Talbott. The motion was seconded, there was no discussion, the convention voted and said resolution was duly adopted.

Bishop Sanders advised the convention that in 1983, the diocesan giving to the National Church was 15% of the budget; in 1993, it is 20% of the budget.

The Rev. Ms. Talbott directed the convention to Page 67 of the workbook for the resolution regarding the issue of justice. The resolution stands as written and The Rev. Ms. Talbott moved for its adoption. The motion was seconded, there was no discussion, the convention voted and said resolution was duly adopted.

The Rev. Ms. Talbott then moved for the adoption of the next resolution which appears on Page 68 of the workbook regarding following through with standing resolutions. The motion was seconded; there was no discussion, the convention voted and said resolution was duly adopted.

The Rev. Ms. Talbott referenced Page 69 of the workbook for the resolution regarding the Celebration of Our Human Journey, which stands as written, and The Rev. Ms. Talbott moved for its adoption. The motion was seconded, and following brief discussion, the convention voted and said resolution was duly adopted.

Bishop Sanders then presented the following nominations:

Members of the Episcopal Foundation: Mrs. Elizabeth Ward, Mrs. Carolyn Duckett, Mr. John Hines and Mrs. Nancy Broadwell. The nominations were unanimously carried by the convention.

Commission on Ministry: The Rev. Ron Abrams, The Rev. Ed Smith, The Rev. David Chamberlain, Mrs. Susan Holmes and Mrs. Kay Swindell. The nominations were unanimously carried by the convention.

Trinity Board of Directors: Mr. Steve Guttu, Mr. Walter Jones, The Rev. Joe Cooper, Mr. Neal Stitt, Mr. Carl Ragsdale and The Rev. Ed Dunlap. The nominations were unanimously carried by the convention.

Committee on the Diaconate: The Rev. Hamilton Fuller, Deacon Jo Ann Bell and Mrs. Ruby Siler. The nominations were unanimously carried by the convention.

The Rev. Hamilton Fuller was called upon by Bishop Sanders for his report from the Committee on the Bishop's Address. The Rev. Mr. Fuller expressed the deep appreciation of all for Bishop Sanders' past guidance and leadership and the renewed energy of the Diocese in looking to his continued leadership in the future.

Mrs. Ede Baldridge was recognized by Bishop Sanders for her continued superb work with *Cross Current*.

Bishop Sanders called upon Mrs. Harriette Wagner for her report from the

Committee on Courtesy. Mrs. Wagner presented a resolution regarding the expression of gratitude to the Diocesan Convention Committee and its Chairman, Robert Van Veld, and for the hospitality of St. Paul's and St. Timothy's of Greenville and Emmanuel of Farmville. Appreciation is also to be expressed to St. Peter's Catholic Church for providing a wonderful place for the opening celebration.

The three racism feedback persons, Ted Gartman, Sheila Walker, and R. C. West, came forward and spoke briefly to the convention on their total commitment to the issue of racism and their willingness to participate in this endeavor.

There being no new business, Bishop Sanders expressed his appreciation to the convention for their support and participation to the 110th Annual Convention of the Diocese of East Carolina and led the membership in the Liturgy of the Table.

The Holy Eucharist was offered and Bishop Sanders then adjourned the 110th Annual Convention of the Diocese of East Carolina at 1:00 p.m.

BISHOP SANDERS' SERMON
ONE HUNDRED TENTH ANNUAL CONVENTION
ST. PETER'S ROMAN CATHOLIC CHURCH
FEBRUARY 11, 1993

Luke 10:29 But he wanted to vindicate himself, so he said to Jesus, "And who is my neighbor?"

I was born in Nashville, Tennessee in 1930 as a white, southern racist. We did not know that there was anything wrong with that in 1930. Our society was unabashedly and unashamedly racist. I was raised, in part, by two wonderful maids. One of the maids had a son named William who was probably my best friend during early childhood. And now at this point this sermon may start dredging up some painful memories for me. . . and for you. Suddenly, William stopped coming with his mother. When I asked, I was informed that William and I were too old to be best friends. So, I went to a segregated school, a segregated church and the African-American and I drank from separate water fountains.

There were tiny victories. My mother was the first white woman who volunteered to wait on African-Americans at our first integrated Diocesan Banquet. When the School of Theology of the University of the South said that they would not consider an application from an African-American I was one of the majority of the students to leave the school in protest. In 1953, I attended the first integrated Canterbury Club Conference, and in 1957 I ran the first integrated camp for the Diocese of Tennessee. We were frightened. The rumor was that the local mountain people had decided we were communists and were going to come in and shoot up the camp. They did not.

I preached many sermons on the sin of racism at Eastern Shore Chapel in the 1960s. After one such sermon a young man known to be mentally unbalanced put a note in my hand. The note read, "One Sunday while you are preaching I will walk into the pulpit with you and shoot you dead." Several Sundays later, I was preaching about the bombing of the African-American church in Birmingham. The young man walked the length of the church aisle to the bottom of the pulpit steps, stared at me for what seemed an eternity, walked back down the entire aisle and left the church slamming the door behind him.

I remember the day Martin Luther King was assassinated. I was devastated. I remember driving through that section of Virginia Beach where the African-Americans lived. I stopped in front of a large A.M.E. Zion Church. I found the pastor in his study weeping. We wept together for a time, and then he said "Why don't we have a joint memorial service Sunday afternoon?", and I had the grace enough to say, "Why don't we have it here?" The service was standing room only. A majority of the members of both churches were present. He preached, and I preached. Never before or since have I felt such congregational support during a sermon. The singing was glorious. And, suddenly, there was no difference. We were united by our grief.

I have seen and done all these things, and countless others in my sixty-two years upon this earth. And despite them, I am a racist and I live in a racist society.

How do I know I am a racist? Because during the favor of integrating the Episcopal churches. It never dawned on me that the way in which I wanted to integrate them - close the Episcopal Churches that were African-American and let them become a minority presence in a predominantly white congregation - was racist. Why did it take me so long to understand that many African-Americans could never have accepted Trinity Center as their Camp and Conference Center if it had been built at the location of old Camp Leach; a place from which they had been excluded for so many years. Why, during the sixties, could I preach so glowingly about the sin of racism without realizing my rapidly growing white suburban affluent church was built on white flight from the city because downtown neighborhoods were becoming integrated?

And what about our society? Well it is quite obvious to us that we do not live in an equal opportunity country, either in terms of jobs or education. We who have worked so hard to accomplish so many miracles simply have not cared enough to break the cycle of poverty, particularly among people of color. the truth of the matter is that we are just as class conscious as any society that ever existed, and our class consciousness is based primarily on racism. And it's the African-Americans and Native Americans and Haitians and Mexicans that exist at the bottom of our economic ladder. And isn't it strange that from time to time we see white priests as Rectors of African-American congregations but seldom the reverse? And if you do not believe in original sin then simply consider the fact that it's almost impossible for any of us to be completely color blind.

There are heroes here tonight. Maybe saints is a better word. African-Americans who were treated as second class citizens during the thirties and forties, and lived through the hatred and bigotry of the fifties and sixties with courage and strength. Men and women who lived lives of honor, raised incredible children, and exist among us today as people of dignity, as people without bitterness. My dear friends and wonderful role models, I salute you.

My dear brothers and sisters in Christ. Think about that phrase for that is where each of us exists. I am in Christ with you - be you white, black, yellow, tan. We are together in Christ and that togetherness can overcome all our differences, for I am part of you and you of me. In Christ.

I recently have seen a wonderful movie and skimmed a wonderful book. The title of both is "A River Runs Through It". The author, who we meet first as a boy is now an old man. He is fly-fishing by himself in his favorite river. He thinks of his family and remembers some words uttered by his now deceased father. "It is those we live with and love and should know that elude us. Now all those I loved and did not understand when I was young are dead, but I still reach out to them."

"Eventually all things merge into one, and a river runs through it. The river was cut by the world's great flood and runs over rocks from the basement of time. On some of the rocks are timeless raindrops. Under the rocks are the words, and some of the words are theirs."

And I would paraphrase - eventually all things merge into one in Christ, and a river runs through Christ, and the river is African-American, Mexican, Caucasian, Native American. The river is you and me.

BISHOP SANDERS' ADDRESS
ONE HUNDRED TENTH ANNUAL CONVENTION
HILTON INN, GREENVILLE
FEBRUARY 12, 1993

My Dear Sisters and Brothers in Christ:

I don't know how many of you have anxious dreams about your vocation. I have had more than my share of dreams about mine. A couple of weeks ago I dreamed I was in the process of making this very convention address. I turned away from the podium to get a drink of water. When I turned back, one hotel employee was almost out one door with the podium, another was almost out another door with the microphone and half of you had left and the other half were pushing for the exits. I kept screaming "Please come back I'm not through yet." It did absolutely no good. I hope this is not a self-fulfilling prophecy.

It's been an interesting year, personally. Two major operations in the space of six weeks is not something I would wish on anyone. All of you have been extremely warm and caring. Everywhere I've gone people have said, "You don't know how good it is to see you." My heartfelt response has been, "You don't know how good it is to be seen." I had a checkup about two weeks ago, and everything looked fine. I have told some of you that when I was in Intensive Care, every time I woke up this wonderful nurse was holding me and almost rocking me. It was an unbelievable healing experience for me. Through your prayers and cards and letters it was extremely clear to me that you were holding me just as tightly in an incredibly healing way. There is no way to express my gratitude and thanks.

It is my custom annually to offer my deepest thanks to the best staff any diocese could have. I cannot tell you how fortunate we are that we have these folks with us to offer their ministries. Please remember, also, that I was out of the office from April 25th until the middle of August, and these are the folks that made sure the diocese did not skip a beat. I know you will want to join with me in thanking Jane Wynne, King McGlaughon, Lynn Brown, Carol Taylor, Cynthia Pollock, Judy Covington, Amy Trester and Ede Baldridge.

And now let us look to the future. I am as excited about the coming year as I was the year we finished Trinity. When exciting things happen in the life of a parish or diocese, people usually get the credit. But the truth of the matter

is, those kind of exciting things happen when God simply makes things fall into place. It was amazing to watch everything work out just right when we were building Trinity - from hiring the right architect to getting the money and being sent people who had the exact gifts to do the diversity of tasks that needed doing. It's fun to watch God at work. This past year He's been hard at work again.

It all began at an Executive Council overnight at Trinity Center in August. All of us worked really hard. Two realizations hit us. The Diocese needed reorganization and the Diocese needed a new focus. King, Jane and I went home and, continuing to work with Executive Council, came up with a plan to reduce our thirty to
forty committees to four. You will hear from the chairperson of each of these departments during convention so I will only say that this has already enabled us to do our work more efficiently and
more economically. It has also already opened all kinds of new and exciting possibilities. Then a new wind began blowing across the Diocese, and some things began bubbling and fomenting and some new shapes began to emerge and The Rev. Matt Stockard named all these different things that are happening with the word, Companionship. And it is clear that this is the theme the Lord means us to emphasize this coming year. Companionship among people in a parish. Companionship between congregations in given geographical areas. Companionship between congregations and diocese and national church. Companionship between bishop and people. Companionship with those who live in East Carolina who are less fortunate than we are.

And God has sent us some new folks to enable us in these areas. The Rt. Rev. Charles Vaché is coming aboard to serve as my part-time assistant bishop, and I ask this convention to officially create that position. He is wise, talented and experienced. And Alicia Alford has come on board as my part-time Assistant for Stewardship and Communications. She will both enable our companionship and make us aware of how close our companionship already is. Then the Rev. Russell Johnson did a little brain-storming and as a result of that I asked Jane Wynne to call together a committee on Budget and Fiscal Process. That meeting proposed a Needs/Goals Conference to be held at Trinity Center in late April to identify our needs and goals not for 1993, but for 1994 and 1995. Our diocesan leaders will engage in some serious and intentional planning; something we haven't had time to do before. It will also allow Alicia and Jane the time to communicate needs and goals to the entire diocese so everybody can get on board. See how all the pieces are formed in all different places but fall

together in a very neat pattern?

And the final piece that pulls all the rest together is the formation of deaneries. I am extremely excited about all the possibilities they offer. For example, The Rev. Gary Fulton and the people in Bath and Belhaven are working to establish a religious, cultural and educational center for the Mexican crabpickers and farmworkers and their families that come into their area. They cannot do this by themselves; it is too big a job. But with the help of the church in Sladesville, and churches in Greenville, Washington, Farmville, etc., there is no telling what they will accomplish. I have wanted to provide a way for some of the folks in the Fayetteville area to get to know some of the wonderful parents and children connected with our Head Start program in Newton Grove. This will provide a way. Almost to a person the people in our smaller churches have greeted the deanery concept with tremendous excitement. "We feel like we're all alone out there", they say. "This will give us a real sense of help and support." I also feel that the Deaneries will put me in more direct contact with the people of the diocese, and be a tremendous help in terms of communication. I ask this convention to pass the necessary legislation so that deaneries may be formed immediately following convention. I will ask each deanery to begin planning for a deanery celebration for a Saturday or Sunday afternoon in September. I will ask that the theme of that celebration be Companionship. I will ask the choirs in that Deanery to participate and I will ask every Deanery to do everything possible to make it a real celebration. We have much companionship to celebrate and even more to create. I have already asked The Rev. Matt Stockard and his Department of Christian Formation to design a six week study course for every adult communicant of the Diocese to take place concurrently in every congregation in the Diocese this fall.

Parish church, deanery, diocese, national church; each an extension of the ministry of Christ. Places of Companionship, places to provide one another resources and enable one another's worship and servant ministry.

Speaking of the National Church, it is quite obvious that it has received some bad press lately. How easy it is for people to mention the National Church in a derogatory fashion and talk about the latest thing "they" have done. The National Church is not "they" but "us", and I want to talk about some of the things that you and I do at the National Church level. For instance, the National Church funds numerous projects in the Diocese of East Carolina every year. This past year seven diocesan projects were funded. The National Church has already promised over $33,000 to help fund the Mexican Center in

northeastern North Carolina and there is the possibility of another $23,000. There are Episcopal Chaplains at every major military base in our diocese because of the National Church. There are missionaries in many foreign countries, and an Episcopal presence in Jerusalem and Rome because of the National Church. Our National Church purchased buses and gave one to our work with migrants in Newton Grove, one to our work among the poor in Belhaven and another to Crossroads to transport low-income students to tutorial sessions. Ask some people in Somalia and Lebanon and Bangladesh who were fed by the National Church what they think of it. Not to mention the countless thousands in Hurricane Andrew that were helped both by funds and personnel from the national church. And I'm sure Bishop Tutu would be the first to say he could not have done what he has done in South Africa without the support of the national church. This is just the tip of the iceberg, but it is an indication of what the national church does. That is why I have said, and will say again, that as long as I am bishop of this diocese we will not cut our giving to the national church.

Let me file some things by title. In the proposed budget, diocesan spending on outside giving is up 5% over last year and will be at 37%. This is outstanding, but we are only able to do it because we are asking the Foundation for a great deal of money for 1993: more than they have provided in the past or should provide in the future. It's up to our congregations to take up that slack.

I am deeply grateful to the vast majority of clergy and congregations that worked so hard to raise their giving to the diocese; several of them doing some really amazing things. You have my heartfelt thanks. I am grateful for the outstanding leadership given in six of our vacant congregations by our five interims and one locum tenans. I am grateful to Executive Council and to King and Jane and everyone who had a hand in the reorganization of the Diocese and the whole Deanery idea. God gifts us with people. And so, The Rev. Gary Fulton takes a soon to be deserted parish house in Yeatsville and has the vision to turn it into a religious, educational and cultural center for Mexicans rather than watch it fall down. And Rosemary Stark moves into our diocese with knowledge and experience about refugee resettlement and the first refugee family is due to arrive in New Bern momentarily. And The Revs. Miller move to Havelock from Puerto Rico and bring to us the gift of a probable companion diocese relationship.

One final word. I believe that when violent behavior shows a marked increase in any given society, society thinks it can only deal with it by accepting that violent behavior as normal. I believe that is what has happened to us.

School shootings, school rapes, violence toward women, drug epidemic. I am convinced that for the first time in the history of this country, this country no longer holds out hope to all its people. And if a person loses hope, that person becomes violent. By the time the children who were born in 1980 are eighteen, and that's a scant five years from now, 22% of the white children and 82% of the black children will have been on welfare. Please don't try to tell me that ours is not a racist society. But God did not mean for people to live this way. And the core of this country is to hold out hope to all its citizens. Well, we are Jesus people. We are people of hope. We are called, in Jesus' words to be the salt of the earth, the light of the world. I believe one of the jobs of a bishop is to help people see over the walls of their parish. And if there is one thing our outreach ministries have shown, it is that we can change the quality of life for people in Eastern North Carolina if we care enough to try. And we do try; but so often it is by fits and starts. I know you to be a generous people. And if somehow we can better tell the story of lives that are being changed and hope that is being offered, I know that generosity will increase, and more lives will be changed. Much of our effort in the coming years will be directed toward telling the story better.

I spoke of companionship earlier in this talk, and I asked us to make that the theme for our coming year. I repeat that request. But actually the relationship between us is much closer than that. We are inexorably woven together. We are one in Christ and therefore one in each other, called together by Jesus, Lord and Saviour of us all. I am privileged to share His ministry with you. I am privileged to proclaim His Holy Name.

I will close with some words of St. Peter. I would make them my own. I would address them to each of you. "My sisters and brothers in Christ, you are a chosen race, a royal priesthood, a dedicated nation, and a people claimed by God for His own, to proclaim the triumphs of Him who has called you out of darkness into His marvelous light. You are now the people of God."

Committee Reports and Resolutions

CLERGY COMPENSATION REVIEW COMMITTEE
OCTOBER, 1992

A. ANNUAL COMPENSATION REVIEW PROCESS

The rector and the senior warden should appoint a Compensation Review Committee by the first of October so that they can meet with the rector the middle of October. This will allow time for the Committee to report its recommendations to the Finance Committee/Vestry meeting, before the budget process begins.

It is suggested that the following might serve on the Compensation Review Committee: (1) a former senior warden; (2) one of the current vestry; and (3) someone from the congregation at-large who is experienced in compensation review on a professional level.

Suggested steps for carrying out the compensation review process are: (1) After the Committee has been appointed, all members should be for Clergy through Housing," and the Diocesan Clergy Salary Study Commission findings, which should be read before meeting with the rector. (2) The Committee should review the existing compensation package by item in order to be familiar with its details. (3) The rector should be asked to comment to the Committee on how he feels about his present compensation and how he would like to see his total package structured for the coming year. (4) The current COLA (cost of living allowance) should be discussed. (5) The guidelines recommended by the Diocese should be reviewed. (6) The Committee should ascertain that the rector is familiar with the tax consequences of how the salary package is structured. (7) The compensation should be set. The Clergy Salary Study Commission encourages Compensation Review Committees to set the compensation with the rector present to allow for an open dialogue.

B. MINIMUM SALARY AND COMPENSATION FACTORS

THE COST OF THE POSITION

Clergy are called to do the work of the Lord and it seems unreasonable to impose upon them a purely secular system of compensation. However, it seems equally inappropriate to ignore the reality that the compensation of clergy is

influenced by such factors as the scope of the job, clergy/vestry accountability, church stewardship, and the congregation's ability to pay.

It follows that maximum equity and fairness will result when the policies and methods pertaining to clergy compensation are standardized as much as possible and dealt with openly, making allowances for "special situations". The following guideline for determining the cost of a full time clergy position is offered for establishing equity and fairness between the clergy and the vestry.

While the committee acknowledges the difficulty in any ministry review for clergy and vestry, there is an obvious need for an annual review of that mutual ministry. Communication and accountability between clergy and vestry should be a part of that review. An ongoing clarifying of expectations between clergy and vestry will support the mutual ministry of the parish. The committee is continuing to work on developing a supportive and effective means to conduct an annual ministry review.

We direct your attention to these pamphlets which can be of great assistance in this process:

1. Mutual Ministry Review: for Clergy and Parishes
2. Caring for Clergy through Compensation
3. Caring for Clergy through Housing

These publications are available through:

The Church Deployment Board of the Episcopal Church
815 Second Avenue
New York, NY 10017-4594
212-867-8400

CLERGY SALARY STUDY
LEVELS OF RESPONSIBILITY AND COMMENSURATE COMPENSATION

Salary is that cash amount which is paid directly to the clergyman. The first step in determining salary is to determine the Job Responsibility Level. The categories of A to G are listed and below them are the salary ranges for each category. The description of each level and the ranges of each salary are of a scope comprehensive enough to allow practically any situation to fall within one of the seven levels. The Job Responsibility Level determines the salary range.

I. Job Responsibility Level.

Level A-1 This is the first year of ordained ministry. (Salary set by diocese.)

Level A-2 This is the second year of ordained ministry.

Level B Positions at this level require professional competency and ability to deal with normal demands as found in some missions and small parishes.

Level C Positions at this level require professional competency and ability to deal with demands of a mission or parish beyond the size or complexity of Level B. Often the major challenges here are those of institutional and pastoral management. All illustration of this level might be the mission cure, small to medium parish less than 125, college chaplain, or seasoned assistant.

Level D These are positions of some complexity and responsibility requiring more professional competence and independence than those of Level C. The "typical parish rectorship" is at this level. Of the same level of responsibility, although very different in some of the skills required, are such positions as diocesan officials, a Senior Assistant in a parish whose Rectorship is at Level E or F, or a "Specialist" in certain areas.

Level E These positions are very complex and require seasoned competence in several areas: theological, pastoral and managerial. Typical of this level is the rectorship of above average in size and complexity of program.

Average parish might approximate 250 with budget near $150,000.

Level F These positions are those of very heavy responsibility, requiring considerable experience and mastery of several not necessarily related disciplines. Direction and training of other clergy is often required. Rectors of very large, diverse parishes are typically at this responsibility level. Average parish might approximate 250 plus with budget near $200,000 or more.

II. Salary Range - 1993

	MINIMUM	MID-LEVEL	UPPER-LEVEL**
Level A-1	* $18,163	$20,840	$24,983
Level A-2	* $20,731	$22,038	$26,445
Level B	$23,298	$24,488	$29,385
Level C	$24,650	$28,352	$34,021
Level D	$28,005	$32,201	$38,653
Level E	$31,365	$36,073	$43,287
Level F	$34,721	$39,935	$47,923

* This figure represents the minimum salary established by the Diocese.

** Upper level does not imply maximum.

III. Total Compensation Package

A. Compensation
   1. Salary (as outlined in Section II)
   2. Housing - equal to 30% of salary, housing and utilities
   3. Utilities - reimbursement of actual costs
   4. Social Security - cash allowance equal to 50% of FICA (7.65%)

B. Additional Benefits
   1. Retirement (Church Pension Fund) - 18% of salary, housing and utilities, social security and Any Other Cash Allowances
   2. Life and Medical Insurance - Based on quotes to the Diocese approximately 15% of total compensation
   3. Sabbatical Leave (three months per five years)
   4. Vacation

C. Business Expenses
   1. Travel - reimbursement of actual expenses.
   2. Continuing Education - reimbursement of actual expenses. ($300-$600)

EXAMPLE OF MINIMUM SALARY PACKAGES
EXPLANATION OF THE FORMULA USED TO DETERMINE THE PACKAGE

When computing compensation you need to remember that the Church Pension Fund is determined from the total of salary, utilities and housing. The Federal Government uses the same items in computing social security taxes. The benefit offered our clergy of 1/2 of their social security is viewed by the federal government a "income" (clergy are self-employed for federal tax purposes). This requires a two-step process in computation. Following are two examples (one for the first year of ordained ministry and the other for the second year of ordained ministry):

EXAMPLE: Level A-1 (first year of ordained ministry)

STEP ONE:

Compensation	$18,163	
**Utilities	2,367	
Sub-total	$20,530	
Housing	6,159	(housing is figured at 30% of compensation & utilities)
TOTAL:	$26,689	

(It is on this figure of $26,689 that you compute the 1/2 FICA benefit for the Social Security Tax. At the rate of 7.65%, the amount would be $2,042)

Now, we must do the second step of this formula. Since the cash allowance for social security tax is considered "income", it must be added back to the compensation and utilities in order to again compute the housing allowance and pension.

STEP TWO:

Compensation	$18,163
**Utilities	2,367
Allowance FICA	2,042
Sub-Total	$22,572
Housing (30%)	6,772
Total Payments	$29,344

BENEFITS:

Pension	$ 5,282	(18% x $29,344)
Health and Life	6,728	(Family Coverage)
**Travel	2,400	
**Continuing Ed.	500	

TOTAL COST TO PARISH $44,254

EXAMPLE: Level A-2 (second year of ordained ministry)

Using the same two step process, the compensation would be as follows:

STEP ONE:

Compensation	$20,731	
**Utilities	2,619	
Sub-total	23,350	
Housing	7,005	(30% of sub-total)
TOTAL	$30,355	

(It is on this figure of $30,355 that you compute the 1/2 FICA benefit for the social security tax. At the rate of 7.65%, the amount would be $2,322.)

STEP TWO:

Compensation	$20,731	
**Utilities	2,619	
Allowance FICA	2,322	
Sub-total	$25,672	
Housing	7,702	(30% of the sub-total)
TOTAL PAYMENT	$33,374	

BENEFITS:		
Pension	$ 6,007	(18% of total payment)
Health and Life	6,806	(family coverage)
**Travel	2,400	
**Continuing Ed	500	
TOTAL COST TO PARISH	$49,087	

**This is only one example. Utilities, travel and continuing education are negotiable and variable. We strongly recommend that continuing education be seen as a requirement and as a business expense.

NOTE: There is growing concern that a sabbatical is helpful/necessary if the quality of ministry from the clergy is to grow and remain competent within the life of the congregation. A three (3) month leave after five years has been suggested by our Commission on Ministry as an appropriate time. The course of study, as well as the length of time, should be negotiated with the vestry.

MINIMUM SUPPLY CLERGY REMUNERATION

One Service	$ 75.00
Two Services	100.00
Three Services	125.00
Midweek Service	50.00
Mileage Per Mile	.28
Motel and Meals as Necessary	

Supply clergy are responsible for federal and state income tax and social security tax on these amounts.

Interim situations are all unique and should be negotiated individually with the involvement of a Diocesan consultant.

BENEFITS FOR RETIRED CLERGY

This proposal is submitted by the Clergy Salary Study Commission concerning a benefit for retired clergy and widows of retired clergy.

Retired clergy will receive assistance in defraying the cost of Medigap Insurance, within the following guidelines:

ELIGIBILITY

The benefits will apply to certain retired clergy and widows of retired clergy. All eligibility guidelines must be met to obtain the benefit.

Clergy who have a cumulative service of 10 or more years with the Diocese of East Carolina will receive full reimbursement as defined in the "Benefit Amount" section of this article. The benefit is decreased by 10% per year for each year of service less than 10 years.

BENEFIT AMOUNT

Each year the Clergy Salary Study Commission will review the maximum reimbursement allowance and will recommend to the Diocese what the allowance will be for the year.

Consideration in setting the amount of this benefit shall, without any obligation to offset it, be based upon what it would cost to purchase Medigap insurance with the group health insurance provided the Diocese is using at the time. In no event will the amount of reimbursement in a given instance be more than the lesser of the following: (1) the actual cost of the insurance, or (2) the maximum reimbursement benefit in effect at the time.

RECIPIENT'S RESPONSIBILITIES

While the recipient is responsible for securing his/her Medigap coverage with the provider he/she chooses and also for filing evidence of its having been paid (for reimbursement purposes), the amount of reimbursement will be determined in accordance with the preceding section ("Benefit Amount").

RECOMMENDATION FOR 1993

It is the recommendation of the Clergy Salary Study Commission that the maximum benefit amount for the current year be $780 per eligible person.

COMMISSION ON AGING

To the Bishop and the One Hundred Tenth Annual Convention of the Diocese of East Carolina:

This year the Commission on Aging sought to make the Diocese aware of aging issues.

We began with a resolution at Convention proclaiming May as "Age in Action" month to celebrate the blessing our elders are to us and to encourage congregations to have aging advocates to facilitate ministry by and with the aging.

Material was sent from the Episcopal Society on Ministry on Aging to all parishes concerning Age in Action month suggesting activities and sermons. The theme for the year was: Aging Is Becoming Aware of God's Grace.

In order to help parishes get started with aging programs, a one day workshop was held at Trinity Center. Two very qualified people led the workshop: Louisa Cox, Director, Mid-East Commission, Area Agency on Aging; and Dr. Jim Mitchell with the ECU Center on Aging. Thirty-five people attended representing 20 parishes.

Two members of the Commission attended the Seventh National Interfaith symposium on Ministry with the Aging at Kanuga. While there we attended the ESMA Province IV Annual Meeting.

A mission statement for the Commission was adopted:

> The Commission on Aging is to serve as an instrument through which the Holy Spirit administers to the spiritual, physical and emotional needs of the aged in the Diocese of East Carolina.

Respectfully submitted,

Gloria Price

ALCOHOL AND DRUG ADDICTION

To the Bishop and the One Hundred Tenth Annual Convention of the Diocese of East Carolina:

The Commission had a successful year with the primary emphasis being upon the Convention itself wherein two meaningful Resolutions were adopted relative to alcohol and drug addiction, and a well attended break-out session on Friday afternoon of the Convention was chaired by Betsy Tice White and Dr. Ted Clark. The address by Betsy Tice White to the Convention was well received and for the first time an AA meeting at the Convention was recognized and well received.

The Commission on Alcoholism and Drug Awareness looks forward to taking a major cooperative role in the new Department of Formation and presenting a consolidated effort to address and heal the multiple behavioral problems that beset the members of the Diocese; and with God's help this can be done.

Respectfully submitted,

Herbert H. Thorp

CAMP COMMITTEE

To the Bishop and the One Hundred Tenth Annual Convention of the Diocese of East Carolina:

As outgoing Chairman of the Camp Committee it is my great honor to report to you that the camp and its program continues to be both a faithful and successful ministry of this diocese. Again this year under the superb leadership of its director, Carol Taylor, the camp became a home for hundreds of children. Five hundred ninety-seven (597) campers enjoyed the challenge of living apart from families and as part of an intentional Christian Community. Their cooperation and enthusiasm bound with the dedication and commitment of the summer staff, clergy and lay volunteers make possible this wonderful environment where individuals can embrace life changing experiences.

This past year also saw us after three years of hard work achieve the goal of accreditation from the American Camping Association. The work in achieving this goal has made us safer and will ultimately, we hope, save us some insurance costs. We have one of the finest camping programs in America. As chairperson, I want you to know that you can be rightfully proud of the work of those serving on this committee. Their dedication and far-sightedness has served all of us well.

I continue to fret about scholarship assistance. Some churches and persons are carrying the load for us. Such assistance is essential if we are to continue to give this opportunity to those in need. Hopefully, every church will make a contribution for this important ministry within our midst.

Finally, let me say that the camp depends upon volunteer clergy and lay session leaders for a good deal of our programming. This diocese is blessed with a plethora of talented and very capable leaders. Several of their program themes this year were "Recognizing and Celebrating God in Our Lives", "Caring for God's World", and "God is a Surprise", etc.

My thanks goes out to all of you who in so many ways have made this camping experience a blessed gift for all of us in this Diocese.

Respectfully submitted,

Russell Johnson
Chairman, Camp Committee

CAMPUS MINISTRY - EAST CAROLINA UNIVERSITY

To the Bishop and the One Hundred Tenth Annual Convention of the Diocese of East Carolina:

From time to time people ask me what a Campus Minister does. Sometimes I don't know what to tell them as it is so varied. Recently, I was asked to write a job description of what a Campus Minister at ECU does. When I finished, I decided it was no wonder I never had an easy answer. I will spare you the "nitty-gritty" but share with you the following.

I do my own office work which includes: writing and preparing mailings to students 3 to 4 times a year; advertise on a local, state, and national level; schedule cooks for weekly meals; line up programs and service projects for students; organize weekly student Eucharists; plan retreats; arrange student participation in Diocesan Convention; etc.

ON CAMPUS: I meet twice with ECU Campus Ministers Association and am secretary of this group; attend Student Life meetings to keep abreast of staff changes and issues affecting students and their life on campus; help attend the Campus Ministry booth during summer orientation and attend parent receptions, meet with and keep in touch with ECU Counseling Center Staff and Student Health Services Staff for referrals.

COUNSELING AND ENABLING: Assist students and their parents in crisis situations. Help students identify problems and provide intervention on normally stressful areas of student life.

BROKER: Keep informed and have working relationship with university and community service providers and refer problems more appropriately handled by them.

NETWORKING: Assist parents and home rector with needs perceived or identified by them to help students.

SPIRITUAL GUIDANCE: Help students understand their spiritual growth as it relates to living in a college community.

THE LAST SHALL BE FIRST: After 7 years in this ministry trying to "BE THERE" for students is still the definitive of this job to me. Much of the time it is the "happenstance" of being at the right place at the right time and being aware of that fact. That is when God's "grace" is very real for me. Students need an anchor at this time of their lives perhaps more than they ever have; a place they can go, feel wanted, and relax with people they trust and who care about them. Being able to fulfill that to some extent and helping them to understand that we are bound together in the body of Christ is the job. All the rest is a means to that end.

Respectfully submitted,
Marty Gartman, ECU Campus Minister

COMMISSION ON MINISTRY

To the Bishop and the One Hundred Tenth Annual Convention of the Diocese of East Carolina:

The Commission on Ministry is composed of eight priests, four lay persons and one vocational deacon elected by diocesan convention on nomination by the Bishop. The canons of the Episcopal Church charge the Commission with assisting the Bishop "in determining present and future needs for ministry in the Diocese; in recruiting and selecting persons for Holy Orders and in guiding and examining Postulants, Candidates, and Deacons in training for Priesthood; in providing for the guidance and pastoral care of Clergy and Lay Persons who are in stipendiary and non-stipendiary positions accountable to the Bishop; in promoting the continuing education of the Clergy and Lay Professionals employed by the Church; and in supporting the development, training, utilization, and affirmation of the ministry of the laity in the world." (Title III, Canon 2, Sec. 2)

To that end, the Commission on Ministry met six times in 1992 to interview applicants for Holy Orders and to discuss means of fulfilling its canonical charge. In 1992 the Commission on Ministry recommended to the Bishop these persons seeking Holy Orders:

Postulancy to Vocational Diaconate:
Linda Fish, Douglas McMillan, and Susan Moody

Postulancy to Priesthood:
Bo Etters, Richard Martindale, and Stephen Turner

Candidacy to Priesthood:
Jeffrey Krantz and James Beebe

Ordination to Vocational Diaconate:
Elaine Irving and Kay Swindell

Ordination to Deacon in training for Priesthood:
Carolyn Craig, Steve Evans, Jimmy Taylor, and James Beebe

In addition, the Commission on Ministry, with the required approval of the House of Bishops of Province IV, has recommended Dwight Johnson for Postulancy and Candidacy under Canon 9, "Of the Ordination of Local Priests and Deacons". Several persons were encouraged by the Commission on Ministry to continue to exercise their important lay ministries.

The Commission on Ministry recently adopted a revised screening process for those who are seeking Holy Orders. All persons seeking Postulancy to the Vocational Diaconate or Priesthood will now be required to attend the March overnight interviewing process at Trinity Center. The interviews will be conducted by several two-person teams which will each concentrate on one area of assessment.

The Standing Committee continues to meet with the Commission on Ministry in order to be personally informed for its required approval and recommendation to the Bishop for Candidacy and Ordination.

During 1992 the Commission on Ministry also approved the "Guidelines for Supply Priests, Interims, and Priests-in-Charge" which were subsequently distributed to each parish.

The subcommittee on the Vocational Diaconate continues under the skilled leadership of the Rev. Jim Cooke. This subcommittee adopted and recommended to the Commission on Ministry a set of guidelines for deacons. After review and discussion, the Commission on Ministry has recommended these guidelines for deacons to the Bishop and Standing Committee for further review and action.

For the past one and one-half years, the Commission on Ministry was ably chaired by the Rev. Middleton Wootten, who represented the diocese at the Province IV Commission on Ministry meeting in February in New Orleans. We are grateful for Mid's leadership and for the time that he devoted to the Commission. In mid-1992 his acceptance of a call to Tennessee required that he resign from the position of Chairperson. The Bishop then asked the Rev. Bonnie Clarke to serve as Interim Chair for the remainder of 1992.
The Commission on Ministry remains grateful to Jane Wynne and the diocesan

staff for facilitating much of the administration and paperwork of this organization.

Respectfully submitted,

The Rev. Bonnie Smith Clarke, Chair
Commission on Ministry

ECUMENICAL RELATIONS

To the Bishop and the One Hundred Tenth Annual Convention of the Diocese of East Carolina:

The seventh annual Lutheran-Anglican-Roman Catholic (LARC) Conference was held on November 10-11 at Trinity Center and was a great success. There were a total of seventy clergy and lay people registered from the three participating jurisdictions--the Dioceses of East Carolina, North Carolina, Raleigh (Roman Catholic) and the North Carolina Synod of the Evangelical Lutheran Church in America. The speaker, Fr. Kenan Osborne, O.F.M., of Berkeley, California, spoke on ECUMENICAL RECONCILIATION and was well received. Bishops from all three jurisdictions (Bishop Sanders from East Carolina; Suffragan Bishop Huntington Williams from North Carolina; Bishop F. Joseph Gossman from Raleigh; Bishop Mark Menees from the North Carolina Synod--ELCA) attended and participated by leading discussion groups and holding the "Bishops' Panel" at the end of the conference.

In May 1992 I attended the annual meeting of the Episcopal Diocesan Ecumenical Officers (EDEO) and the National Workshop on Christian Unity in Denver, Colorado. Among many other matters, we were urged to conduct diocesan studies on the proposal to move toward full communion between The Episcopal Church and the Evangelical Lutheran Church in America. Reports on these studies are due in May 1993.

Respectfully submitted,

Fr. Robert T. Schriber
Ecumenical Officer

EPISCOPAL CHURCH WOMEN

To the Bishop and the 110th Annual Convention of the Diocese of East Carolina:

The highlight of our year was having Mrs. Pamela P. Chinnis of Washington, D.C., as our keynote speaker for the 104th annual meeting held May 5, 1992. Mrs. Chinnis has the distinction of being the first woman elected to serve as President of the House of Deputies. The ECW of St. Mary's, Kinston, graciously hosted the meeting. Approximately 150 people attended.

In January, the ECW board attended an overnight at Trinity Center. We viewed and critiqued several new videos. Of special interest was one entitled, **Thoughts on Racism**. This was filmed during Triennial in Phoenix.

Mrs. Nancy Craig and Mrs. Josie Hookway were speakers for a day at Trinity Center held in August. Mrs. Craig had attended the Worldwide Anglican Encounter in Brazil in the spring. Mrs. Hookway made her second trip to Jerusalem where she instructed nurses at the Christian Hospital on the West Bank. These outstanding speakers made us aware of our need to work and pray globally. We are grateful to Bishop Sanders for the spiritual and financial support that he has given these deeply committed women.

Mrs. Betty Hagood announced the Fall Ingathering for UTO totaled $16,000. Mrs. Harriet Sutton reported that the number of CPC chairmen on the local level has nearly doubled. A $500 scholarship was awarded to Beth Pollard of Fayetteville. The funds were designated from the Memorial Fund. Miss Pollard studied "The Bible in its Setting" in the Holy Land.

In the fall, the six districts met at four meetings. Christ Church, Elizabeth City; St. Francis, Goldsboro; St. Paul's, Clinton; and St. Paul's, Beaufort, hosted these gatherings.

Respectfully submitted,

Patti Campbell, ECW President

THE EPISCOPAL CONSULTATIVE COMMISSION

To the Bishop and the One Hundred Tenth Annual Convention of the Diocese of East Carolina:

The mission of the Episcopal Consultative Commission (ECC) is reconciliation in the Lord, through dialogue, to gain total involvement in the life of the whole church for all its members, in fulfillment of its mission to our Lord and Savior Jesus Christ.

ECC has as its goals to serve the needs and interest of the Black churches in the Diocese, to serve as a liaison between the Bishop, the Diocesan staff, and other commissions and churches, to recommend, inspire and support potential leadership for Diocesan offices and commissions and to serve as a resource for the Diocese for service, worship, evangelism, pastoral care and stewardship.

Membership on the commission is open to all those who share aspirations and goals of the commission. Meetings are rotated between churches every six to eight weeks on a scheduled basis. Meeting dates and locations are published in CROSS CURRENT.

Respectfully submitted,

Sheila Thompson Walker, Chairman
Episcopal Consultative Commission

EPISCOPAL FARMWORKER MINISTRY

To the Bishop and the One Hundred Tenth Annual Convention of the Diocese of East Carolina:

The Episcopal Farmworker Ministry provides a strong presence in the lives of migrant farmworkers and their families through outreach visits to homes and labor camps, provision of immigration and translation assistance, English as a second language, driver's education classes, recreation activities, emergency assistance, and clothing and lunch distribution. Amy Trester continues to provide or coordinate these services. In addition, an after school tutorial program for school age migrant children was begun this year.

Episcopal Farmworker Ministry also works with the Farmworker Organizing Project to recruit farmworkers, identify leaders and conduct leadership development trainings.

A three-day camp was held during the summer in which six diocesan youth were introduced to the conditions of farmworker life and involved in the ministry in a "hands-on" way. This program will be expanded next year.

St. Martin's Migrant Head Start, with the Rev. Jim Horton, Executive Director and Christine Alvarado, Program Director, expanded in a major way this year. Additional land was purchased so a large building, composed of five modular units, could be added, specifically designed for the Head Start program. This expansion will be ready for the 1993 spring opening and will allow us to increase the number of children we serve from 24 to 82.

As always, people in the Diocese of East Carolina have been generous in their gifts of food, volunteer hours and money to this program. A new concern this year for the migrant families has been their need for warm blankets. Many families were not able to return to Florida due to Hurricane Andrew and are wintering here in North Carolina. The ECW's of this diocese have responded by adding blankets to their collection of food for farmworker emergency assistance. Thank you to everyone who has participated in this ministry through time, gifts, and prayer.

Respectfully submitted,

The Rev. Pamela M. Miller, Chair

THE EPISCOPAL FOUNDATION

To the Bishop and the One Hundred Tenth Annual Convention of the Diocese of East Carolina:

Last year's report highlighted the decision made by the Board of Directors to change investment managers. Effective April 1, 1991 the Atlanta firm of Montag and Caldwell commenced handling the managed assets of the Foundation. During 1991, Foundation assets grew by 21.1% in a year in which

the Dow Jones Industrial average increased by 20.3%. The performance in 1992, a year in which the DJIA gained only 4.2%, the value of Foundation assets grew from $4,657,069 to $4,902,700, an increase of 5.3%. Montag and Caldwell has aggressively managed the equity (common stock) portion of the portfolio consisting of a little more than one half of the total to produce this satisfying result in a year in which neither the economy or the stock market distinguished themselves.

During 1992, $162,872.11 was distributed for use by the Diocese of East Carolina as follows:

Creative Christian Stewardship Grants	$60,200.00
Theological Education and Other Purposes	$5,000.00
Diocesan Operating Budget (Inside & Outside Giving)	$97,672.11

The Diocese continues to hold $42,919.02 earmarked for a Planned Giving Office. No funds were expended for the purpose in 1992 as was the case in 1991.

The Foundation continues to work with the Community Developers of Beaufort-Hyde, Inc. and has made low income housing loans to CDBH of $60,000 - $20,000 of which has recently been repaid. There are also loans outstanding as of November 30, 1992 as listed below:

Diocese of East Carolina	$129,134.10
Diocese of East Carolina T/A Trinity Center	$25,000.00
St. Francis Church, Goldsboro	$19,704.55

In addition, the Foundation has two outstanding loan commitments amounting to $150,000 to St. James the Fisherman, Shallotte which may or may not be utilized for church construction and a $175,000 commitment for the same purpose to Holy Trinity, Hampstead which is discussed in more detail below.

Development of a new and expanded lending program for parishes and diocesan organizations was, perhaps, the most significant activity of the Foundation during 1992. The previous program for facilities improvement and new construction was limited to $50,000, an amount far too small to be meaningful in building or improving the physical plant of a parish. The new program makes a loan possible amounting to 5% of the market value of the assets of the Foundation or, based on the value as of December 31, 1992, a loan of $245,132. Such a loan, in conjunction with and supplemental to commercial

lending has made it possible for Holy Trinity, Hampstead to complete its plans to build their church with total financing of $413,000. The Foundation will provide $175,000 of this amount. This type of cooperative effort between the Foundation and a commercial lending institution may be a viable means of encouraging badly needed construction around the Diocese of East Carolina.

In the course of doing its work, the Foundation Board met five times during the year and the Executive Committee met on two occasions. The President also attended all meetings of the Executive Council as an ex-officio member.

Respectfully submitted,

Channing W. Daniel, Jr.

HAPPENING

To the Bishop and the One Hundred Tenth Annual Convention of the Diocese of East Carolina:

Happening--a weekend experience, a community of loving and caring young people, an alternative approach to decision making, a feeling, a memory, a future, grace, love, laughter, tears, joy, peace. . . Happening is a weekend retreat run by high school students within the diocese with adult support. It is designed to challenge youth to look at spiritual reality based on the love of Jesus Christ. Happening's purpose is not only to have a wonderful weekend, but to build the foundation for a life long commitment to living a life based on Christian values and beliefs. Cookie Cantwell, Wilmington, serves as the Coordinator of Happening and Andy Atkinson, Wilmington, serves as Happening's Spiritual Director.

In 1992 the Diocese of East Carolina offered 2 Happening Weekends at Trinity Center with 166 young people attending representing 33 parishes. In response to a growing need to reunite past Happeners and to support these Happeners on their journeys with Jesus Christ, a Growth in Christ Seminary (GIC) was held in conjunction with the Happening weekend. Held at Trinity Center on the Saturday night of the Happening weekend, 84 young people from various high schools and colleges came together to enjoy this renewing event. Kay Swindell, Jacksonville, serves as the GIC Coordinator. In addition, 2 Happening Reunions

were held in 1992. One was a day at Trinity Center and the other reunion was an ECU Football game. 126 people attended these reunions.

Although we have a lot of fun, there was much hard work that went into designing and supporting the Happening movement. Four Happening Board meetings were held this year with 22 people serving on this board. 2 Staff meetings were held prior to the weekends to train, focus and build community within the upcoming staff. Approximately 40 people served on staff for each event. Serving as leaders for 1992 were Rectors, Edmund Knott, New Bern; and Chad Parks, Goldsboro; and Head Gophers, Kelly Goodman, Jacksonville; and Elizabeth Hosea, New Bern.

Happening is completing its 10th year of life within the Diocese of East Carolina. During this time it has been attended by 1,348 people!!! WOW! That is really exciting! Happening continues to hope to offer our youth an alternative to the secular solutions to the pressures and problems faced by teenagers today. Happening continues to hope to build a foundation based on Jesus Christ.

It is an experience full of fellowship and fun and it is also an experience of learning, sharing, growing, and loving. 1993 promises to be another wonderful year. It is truly an honor and a privilege to be involved with the Happening movement within the Diocese of East Carolina.

Respectfully submitted,

Cookie Cantwell
Happening Coordinator

COMMISSION ON HUMAN SEXUALITY

To the Bishop and the One Hundred Tenth Annual Convention of the Diocese of East Carolina:

During 1992 the Commission on Human Sexuality has continued its work to help the Diocese of East Carolina undertake a serious and intentional study of the issues of human sexuality.

The National Church has developed an excellent study guide to be used in local parishes. The results of the study will be reported to the House of Bishops. In October, two of the commission members went to Washington, D.C. to attended a trainer's seminar on this material. In turn they prepared the entire commission to share these materials with the diocese.

On December 11-13, 65 people from across the diocese came to Trinity Center to experience the study course - Human Sexuality: A Christian Perspective. These people are presently inviting their parishes into a process of study and dialogue centered around this material. The responses from our Diocese will be gathered by the 4th Province and forwarded to the House of Bishops.

In 1993 your commission will continue to be a resource to the diocese. We are presently in dialogue with two other diocesan commissions regarding additional training and workshop experiences.

Respectfully submitted,
Linda Alkove, Chair

INTERFAITH REFUGEE MINISTRY

To the Bishop and the One Hundred Tenth Annual Convention of the Diocese of East Carolina:

In March of 1992 Bishop Sanders appointed 15 members from major areas of the diocese to organize for the task of refugee advocacy and sponsorship in cooperation with Episcopal Migration Ministries.

It defined its mission as one of encouragement for Episcopal parishes and other congregations to respond to Christ's call to offer hospitality, welcome and caring for the strangers by responding to the needs of refugees. It will provide a supportive network of resources and information for these local ministries.

After defining goals for the year it established and defined the roles of three committees.

The Finance and Fund Raising Committee, under the leadership of The Rev. Sherm Miller, prepared a budget and made application for a Creative Christian Stewardship Grant to support it. $7,500 was awarded. They have been and will

continue to study alternate sources of funding for Interfaith Refugee Ministry as well as for churches who wish to sponsor refugee families. They also established a travel policy.

The Nominating committee, under chair Ann Harrell, established job descriptions for the officers, set up nomination and election procedures for the group and wrote job descriptions for two volunteer staff members.

Rosemary Stark was appointed by Bishop Sanders with the consent of the group to the position of Diocesan Refugee Coordinator. A case manager has not yet been appointed.

Officers elected in September were as follows:
Chairman - Rosemary Stark
Vice Chairman - The Rev. Sherm Miller
Treasurer - Charlie Fyfe
Secretary - Charlotte Campbell

The Sponsorship/Publicity Committee has prepared a brochure to explain the program, secured materials from EMM, selected materials for sponsorship training of parishes and asked each member to request an invitation for a presentation at their home parish. A sign and posters are in preparation. Christ Church, New Bern has agreed to serve as a pilot project and have 25 people working on their committee. St. Cyprian's will work with them. Presentations have been made to 4 other parishes: St. Francis, Goldsboro; St. Mary's, Kinston; St. Timothy's, Greenville; and St. Paul's, Wilmington. St. Francis, Goldsboro was the first parish to obtain vestry consent and to organize a committee. Although the national refugee program is in transition we look forward to an exciting year ahead in which we reach beyond our borders to learn, to grow, and to love Christ's own who live in other nations, saving their lives while enriching our own concept of what it is to "feed His sheep."

Respectfully submitted,

Rosemary Stark

LAY PENSION COMMITTEE

To the Bishop and the One Hundred Tenth Annual Convention of the Diocese of East Carolina:

The Lay Pension Committee (LPC) was formed at the Bishop's request to study the various options under Resolution D165A. The resolution required all qualifying diocesan organizations to implement a pension plan for qualifying lay employees. The effective date for the implementation was January 1, 1993.

The LPC met several times and discussed the various pension plans that were recommended by the Church Pension Plan. In addition, Jane Wynne and I attended an orientation meeting presented by the Church Pension Fund in Atlanta, Georgia.

After much discussion, the following recommendations were made. We believe these are flexible recommendations that each diocesan organization can adapt their unique circumstances.

1. As required by Resolution D165A, all qualifying diocesan organizations should implement one of the recommended plans. Effective date, January 1, 1993.

2. The committee recommends the "defined contribution" plan as its "favorite" for the following reasons:

   a. The plan is portable. This means that if an employee leaves employment, the assets of the plan can go with the employee.

   b. If the employee provides at least a 4% match, the employer match is 9%. This will result in a 13% contribution rate. With this rate, the plan should result in a larger pool of assets at retirement. If the employee does not match this plan, the required employer match is only 5%, and the advantage just discussed is lost.

3. While The Church Pension Fund will provide an adequate rate

of return, due to the very conservative nature of the organization, this rate will probably be less than may be achieved in other funds of this type. Still we find no reason not to recommend using this organization. Entities that have expertise in this area may want to seek other firms to set up their lay pension plan. We recommend exercising caution. The Church Pension Fund is a known entity. For those already submitting pension payments for their clergy, the administration may be easier.

4. A one year waiting period for new employees is recommended, and the employee should work 1,000 continuous hours or more to qualify.

5. A five (5) year vesting period is recommended. This period is timed from the original date of employee's employment.

We hope this provides you with the information needed to begin implementation of this most advantageous, and long overdue benefit to the Church's dedicated lay employees.

Respectfully submitted,

Andrew J. Atkinson, Chairman
Lay Pension Committee

LITURGICAL COMMISSION

To the Bishop and the One Hundred Tenth Annual Convention of the Diocese of East Carolina:

Our year began with the planing and implementing of the liturgies for the 109th Convention of the Diocese held in Fayetteville. The Diocesan Choir was formed and sang at that occasion. The booklet was printed containing all the liturgies and our worship was an intrical part of the Convention.

The Schola Cantorum, a small group of singers under the direction of Samuel Burke, was organized last year and continues to travel around the Diocese offering Evensong and concerts in the English Church music style. This group has sung in Ahoskie, Bath, Wilmington, Elizabethtown, Goldsboro, Fayetteville, Raleigh, Virginia, and at St. John the Divine in New York for the Earth Mass. This group will travel to parishes large and small for expenses.

We consulted with various Diocesan services including ordinations and special conferences. Several churches have consulted us regarding design of their liturgical space, music and special liturgies.

Our Annual Music Conference (August 28-30) has become most popular and this year we had Dr. Sam Batt Owens as our leader. We were filled to capacity at Trinity Center. Our Conference ended with Trinity Center Day on Sunday, August 30. Over 600 people gathered for Eucharist at the Centrum with music by the Diocesan Choir.

Our Annual Conference on Church Music for 1993 will be at Trinity Center on August 27-29 with David Hurd of General Seminary as our leader. Details are being worked on to plan the details of this event.

In November the Chair attended the Annual Conference of the Association of Diocesan Liturgy and Music Commissions in Florida. The focus was on Christian Initiation, Baptism, Confirmation and reaffirmation. More work will be done on this in our Diocese in the coming year.

Respectfully submitted,

The Rev. Joseph W. Cooper, Chair

NEW BEGINNINGS

To the Bishop and the One Hundred Tenth Annual Convention of the Diocese of East Carolina:

The New Beginnings Board of Directors met twice in 1992, working effectively to make needed program revisions, review staffing and participant registration, and elect youth to key leadership positions. Two successful New Beginnings

weekends were held in 1992.

New Beginnings #9 was held March 7-8 at Trinity Center. Missy Howell, of Goldsboro, served as the youth Program Coordinator, Stewart Hackney, of Washington, served as the youth PSC Coordinator, and the Rev. Jeff Douglas, of Kinston, served as the Spiritual Director. 38 staff and 40 participants attended the weekend.

New Beginnings #10 was held November 14-15 at Trinity Center. Jon Murphy, of Wilmington, served as the youth Program Coordinator, Kyle Dunlap, of Goldsboro, served as the youth PSC Coordinator, and the Rev. Scotty Brock, of Wilmington, served as the Spiritual Director. Scotty also serves on the board as the new Spiritual Director for the program. 41 staff and 40 participants attended the weekend.

Both events had full participant registration, except for last minute cancellations. Many thanks go to the dedicated adult advisors, youth, parents, and others who worked so well to recruit participants. Many thanks also go to the adult and youth staff; I am continually impressed by their sincere commitment to this ministry. As always, extra special thanks go to the participants who came and shared.

In May, Powell Bland traveled to Oklahoma to share our program with the Diocese of Oklahoma, and a very successful New Beginnings #1 was held there in October.

Through the power of our Lord Jesus Christ, New Beginnings is making a difference; we encourage you to share in the walk these young people are making in our lives together with Jesus.

Respectfully submitted,
Powell Bland
New Beginnings Coordinator

PRISON COMMISSION

To the Bishop and the One Hundred Tenth Annual Convention of the Diocese of East Carolina:

Our purpose is to help the people of this diocese to show the love and compassion of Christ to the human beings who are in prison and to their families through:

- Yokefellow training and participation
- Angel Tree Project-Christmas for prisoners' children
- Retreats for prison staff
- Christmas prison projects
- Prison Chapel renovations and construction
- Support restorative justice.

Respectfully submitted,

Deacon William Ray
Chairman

COMMISSION ON RACISM

To the Bishop and the One Hundred Tenth Annual Convention of the Diocese of East Carolina:

The Commission on Racism of the Diocese of East Carolina has met monthly during 1992 primarily to enable the members of the diocese to look forward to remaining one racially and otherwise. Racism remains a threat and hurdle to any thought of uniting Churchwise or otherwise in our nation and world, and the resolution to focus upon this threat during the 1993 convention of the diocese set our agenda for the year. Work continues and hopefully will be aided by others within the churches of the diocese during the coming months.

Respectfully submitted,

The Rev. Edwin E. Smith
Chairman

DIOCESAN RESOURCE CENTER

To the Bishop and the One Hundred Tenth Annual Convention of the Diocese of East Carolina:

In 1992, the Diocesan Resource Center sent out on loan over 200 video tapes and movies to the churches of the Diocese. The year began at the Diocesan Convention in Fayetteville last February with a display of the titles and subjects available through the Center. Many requests for loans were made then. In July of 1992, each church in the Diocese was sent an updated catalogue of items available to them. In addition, the Resource Center can loan on request a video camera for church use and make available new releases of videos as well as curricula for Christian education programs. Please feel free to call or visit your Resource Center for materials to enhance programs you are planning.

Respectfully submitted,

Peggy T. Luna
Resource Center Coordinator

STANDING COMMITTEE

To the Bishop and the One Hundred Tenth Annual Convention of the Diocese of East Carolina:

The Standing Committee of the Diocese of East Carolina took the following actions during 1992:

February, 1992 at Fayetteville:
Met at Convention February 8, 1992, and elected The Rev. Phillip Craig, Sr., President; The Rev. Lucy Talbott, Vice-President; Mrs. Ginny Shew, Secretary.

April 1992 at Kinston:
Gave consent to Diocese of Virginia for election of two (2) Suffragan Bishops.
Gave consent to Diocese of New Jersey to proceed with election of Bishop Coadjutor.

Gave consent to Diocese of Washington for the election of a Suffragan Bishop.

Gave consent to Diocese of San Diego for consecration of Gethin Benwil Hughes as Third (3rd) Bishop of San Diego.

May 1992 at Kinston:

Gave consent to Diocese of Arizona for consecration of Robert Reed Shahan as Bishop Coadjutor of the Diocese of Arizona.

Gave consent to the Bishop of East Carolina for ordination to the Sacred Order of Deacons of: Carolyn Craig, Steven Armitage Evans, Calvine Elaine Irving, Kay Howard Swindell, and James Edward Taylor.

Gave consent to the Bishop of East Carolina to accept James Russell Beebe as a Candidate for Holy Orders in the Diocese of East Carolina.

August 1992 at Kinston:

Gave consent to the Diocese of Washington for the consecration of Jane Holmes Dixon as Bishop Suffragan.

Gave consent and advised the Bishop to give his consent for St. Thomas, Ahoskie, to borrow up to $150,000 for the construction of new parish facilities.

Gave consent and advised the Bishop to give his consent for St. Thomas, Oriental, to borrow up to $140,000 to purchase a lot adjoining existing property for parking and future expansion, and to refinance existing mortgage on church to obtain more favorable interest rate.

Gave consent and advised the Bishop to give his consent for St. Peter's-by-the-Sea, Swansboro, to sell a residential lot which they received as a gift. The amount to be realized is $8,500.

September, 1992 at Kinston:

Gave consent to the Diocese of Easton for the consecration of Martin G. Townsend as Bishop Coadjutor of the Diocese of Easton.

Gave consent for the Bishop of East Carolina to ordain James Russell Beebe to the Sacred Order of Deacons.

Gave consent for the 110th Annual Convention of the Diocese of East Carolina to be held February 11, 12 and 13, 1993 in Greenville.

October, 1992 at Kinston:

Gave consent for the Bishop of East Carolina to ordain Carolyn Craig, Steven Armitage Evans ad James Edward Taylor, Jr. to the Sacred Order of Priest.

Gave consent and advised the Bishop to give his consent for St. James-the-Fisherman, Shallotte, to encumber parish property for the purpose of securing

commercial financing of a building project.
The loan amount not to exceed $425,000.

November, 1992 at Kinston:

Withheld consent for the consecration of Jack Leo Iker as Bishop Coadjutor of the Diocese of Fort Worth.

December, 1992 at Kinston:

Gave consent for the Bishop of Eat Carolina to accept Jeffrey Hoyt Krantz as a Candidate for Holy Orders in the Diocese of East Carolina.

Upon request of the Rev. Jack L. Iker, reviewed the November decision to withhold consent and reaffirmed that decision.

Gave consent to the Diocese of Western Massachusetts for the consecration of Robert Scott Denig as Seventh Bishop of Western Massachusetts.

Respectfully submitted,

The Rev. Phillip Craig, Sr., President
Standing Committee

STEWARDSHIP COMMITTEE

To the Bishop and the One Hundred Tenth Annual Convention of the Diocese of East Carolina:

The Stewardship Committee continues to seek ways to excite Episcopalians about our responsibilities as stewards of our Lord's bounty and to respond to the needs of the people around us. Every year we find another reason for not giving. We are mad at some-one or some-thing and we use our money as a way to get even or to make our views known. There is a recession and we withhold our money because we don't know what next year will bring. We simply have not heard the message. We are called by God to respond every year and to everything.

The Stewardship Committee concentrated its efforts in two areas this past year. First, we held four area workshops in the spring to train members in being more effective every member canvassers. Members of the national stewardship office

assisted us with these workshops and over three hundred attended.

In the fall, we again conducted area stewardship meetings with the Bishop in attendance. We held five of these meetings and over 350 people attended. Both the workshops and meetings were well received and we want to thank all those that assisted for their help.

Many in our Diocese are good stewards, both on the local level and in giving to the Diocese. The Stewardship Committee will continue its efforts to reach every member of this church and to tell the story of what our Lord has called us to be. Please help us get the word out.

Respectfully submitted,

J. Clarence Leary, Jr.
Chairman

MESSAGE FROM THE ASSISTANT FOR STEWARDSHIP AND COMMUNICATIONS

Last week at a meeting of the stewardship commission someone asked me exactly what was my job description. I responded that the Bishop's very well-defined description had set these parameters, "It is up to you - The sky's the limit." After that meeting, I have thought about this description and I have decided that this is exactly what Stewardship is all about. We are each given a clean slate and it is up to us to assess our talents, invest our time and give our all to tackle the problems at hand. This is what God continually asks each of us to do with our lives.

I was relieved recently when I heard someone express their dilemma over asking parishioners to give for spiritual reasons or asking them to give because the budget needs balancing. I was relieved, because I have had this same dilemma. In the past few months I have been reading everything I could find pertaining to stewardship, inorder to prepare for my new job. I had begun to doubt whether I was spiritual enough for my job. You see, I have come to the Diocese from a job in fund-raising and I do believe that the stewardship, in large part, is about giving money. I do not think that giving to balance the budget and

giving in thanksgiving are necessarily exclusive of one another. Money is needed to finance and sustain the programs through which we carry out our Christian mission. Money heats our churches, funds our youth programs, and supports our outreach ministries be they parochial, diocesan or global in scope.

Giving, especially giving money, involves a tremendous amount of faith and trust. It is much easier to give if you trust that your money is being used responsibly and it is easier to be trusting if you are well-informed about how money is spent.

The goals established by the Stewardship Commission for 1993 all deal with educating, informing and communicating. We want to make it easier for you to be trusting, faithful and responsible stewards of God's gifts.

The first goal is for the Stewardship Commission to become a resource to you, the parishes of the Diocese, by

a) providing information on stewardship materials available
b) conducting stewardship training workshops and
c) holding informational seminars for vestries

The second goal is to recommit the Diocese to the policy of giving as much to others as we give to ourselves and to recommit to the goal of increasing pledges to the Diocese by 2% each year until each parish is giving 25% of its Net Disposable Income to the Diocese. To emphasize the importance of this goal, I have submitted a resolution to this effect. This is not a new idea, or for that matter, a new resolution, rather it is an effort to re-educate each church on the policy of the Diocese. Each church is being asked to Improve by 2 over '92.

The third goal is to educate churches on the role of the Diocese and how pledges to the Diocese are spent. The fourth is to improve communication within the Diocese. To accomplish these last two goals, we will distribute informational bulletin inserts, produce a video and revamp Cross Current.

If we are to achieve these goals, we need help from each of you and from each parish in this Diocese. We need your input and your energy to tackle our stewardship challenges. Writers, photographers, and designers are needed for Cross Current. We need your time and talent to improve communication. We need you to go home and talk with your vestry about increasing your pledge by 2%. We need you to share your experiences here at convention with your

congregation. And we need you to keep me informed, give me suggestions, and tell me your needs. In short, we need you to complete my job description.

I believe that working together as a Diocese we can accomplish much more than any individual person or individual parish. We, with God's guidance, are each others' greatest resource. I thank you in advance for sharing your resources with the Diocese as we embark on our stewardship journey for 1993.

Respectfully submitted,

Alicia R. Alford

TRINITY CENTER

To the Bishop and the One Hundred Tenth Annual Convention of the Diocese of East Carolina:

1992 was a good year for Trinity Center. We hosted 14 parish family retreats, 3 heavily subscribed Cursillo weekends, a well attended Ultreya and numerous diocesan events. Camp Trinity ran smoothly as usual and had waiting lists for most sessions.

Our Elderhostel program increased from 4 in 1991 to 9 in 1992 and we have 12 scheduled for 1993. We presently have the highest percentage enrollment in North Carolina.

Trinity's "Sound to Sea" residential environmental education program started in September of 1992 and will teach over 3100 students from public and private schools in North Carolina by the end of the school year.

Sincere thanks go out to everyone that supported us during this past year.

Respectfully submitted,

Mike Morgan, Executive Director
Trinity Center

TRINITY CENTER BOARD

To the Bishop and the One Hundred Tenth Annual Convention of the Diocese of East Carolina:

"The mission of Trinity Center is to provide a place, primarily for the people of the Diocese of East Carolina, where Christian hospitality may be experienced and shared. So that, fed and restored, we go into the world celebrating the Good News of God in Christ."

Any of you who have experienced the Center during 1992 know how deeply committed the staff is to that mission statement. Trinity Center Board asks this convention to express its thanks to Mr. Mike Morgan, Executive Director of Trinity, and to his staff for an excellent year.

It is hard to believe that we have been open long enough to need it, but during 1993 we will begin the process of renovating the bedrooms. Carpets, beds, plumbing are all showing wear. Building maintenance is one of the prime goals of the Center Board, and we are happy to report to you that Trinity Center is, for the first time, strong enough financially to work at regular maintenance of our property in an appropriate fashion.

We have long believed that the setting of Trinity Center lent itself to a study of environmental concerns. North Carolina has the second largest estuary in the world, and the barrier island provides a perfect class-room setting for its study. During 1992 the Center employed Ms. Barbara Jo White as Program Director to develop an environmental education program. This program, known as "Sound to Sea", designed for school age children, was launched this fall. It has been a remarkable success during its first year. School children have come from as far west at Greensboro to participate in a two day program of environmental education.

In addition, the Elderhostel program continues to grow. In 1991 we hosted four programs of a week each. This year Trinity Center will host 12 weeks of Elderhostel. A world-wide program designed for retired people, Elderhostel provides accredited instruction on an unlimited range of topics. Our Elderhostel focus is on the unique aspects of our geographical setting. It has been a successful venture for the Center.

As most of you may remember, certain portions of Trinity Center were not constructed during the initial phase. The Board wants to understand what needs might be present that are not now answered by the present facility. Do we need more conference housing? Do we need staff housing in the same area as the camp? To answer these questions, the Board has appointed a Long Range Planning Committee. This committee, chaired by Mrs. Carl (Alicia) Ragsdale, has been asked to make a study of the property, to interview various groups who have used the facility, and to begin to plan for its future development.

If there is one continuing problem for the Center it is in the way we continue to over-book and cancel. We are our own worst clients; and it is costing us a considerable amount of money. We believe this place was built primarily for our own use, and the Board and staff work hard to hold it primarily for that purpose. When we reserve the Center and in our enthusiasm over-book space, we must often cancel. When this happens within six months of the date of use it is too late to sell the space. Our center loses that income. It is not uncommon at all for a parish to reserve the entire center, fail to use the space and leave the Center with a $4,000 income loss on a single weekend. If this problem happened once in a season I would not even mention it, but it happens over and over and over again. It has cost the Center many thousands of dollars in lost revenue over this year. Please be realistic in your booking. Let the Center staff help you estimate your needs. They do this all the time. They are professionals. With reservations designed around realistic numbers, the Center may then utilize the other space in a profitable manner.

I want to thank all the members of the Trinity Center Board for their hard work during 1992. It has been a pleasure to work with these dedicated and competent people. I want you to know how fortunate you are to have such a Board working for you. May God continue to bless the strong work and witness of Trinity Center.

Respectfully submitted,

C. Phillip Craig, Sr., Chair

YOUTH COMMISSION

To the Bishop and the One Hundred Tenth Annual Convention of the Diocese of East Carolina:

The diocesan youth program continues to flourish. The conference offerings for the youth of the diocese during the past included: two New Beginnings weekends, two Happening weekends, the Senior High Diocesan Youth Event, the Junior High Diocesan Youth Event and the Diocesan Youth Convention. All of these conferences were filled to capacity. The Diocese of East Carolina also continued its tradition of sending the largest contingent to the week long Winterlight conference at Kanuga.

In addition to the youth conferences, we filled the Adults Who Work With Youth Conference. We were fortunate to have J. David Stone as the conference leader. If the conference is any indication the Lord is raising up a lot of new adult leaders for youth ministry in our diocese.

Carol Taylor continues to do an excellent job as Youth Coordinator. Carol's skills and expertise have been critical during this year of transition in youth ministry. It would be impossible to mention all of the adults who have given of their time and talent to make this year a success. I would like to thank the following for their service as conference coordinators:

Youth Convention 1992:	The Rev. Chris Mason and Holly Mason
Junior High DYE:	The Rev. Scotty Brock
Adults Who Work With Youth:	Cookie Cantwell
Senior Diocesan Youth Event:	The Rev. Andy Atkinson and The Rev. Kay Swindell
Winterlight:	Cookie Cantwell
New Beginnings:	Powell Bland
Happening:	Cookie Cantwell

I would like to offer special thanks to the Youth Commission, a group of youth and adults elected from the diocese to plan and lead the various programs. The youth commission's commitment and dedication to our Lord and to one another has enabled them to share their faith with other youth in the diocese and continue the high quality of youth ministry in this diocese.

The past year has provided several opportunities for members of our youth program in ministry beyond the diocese. Powell Bland introduced New Beginnings to the Diocese of Oklahoma. Cooper Parham served as our representative to Province IV. Cookie Cantwell is serving as a member of the design team for the week long Episcopal Youth Event which will take place this summer in Amherst, Mass. We hope to continue our involvement outside the diocese by sending 15 youth to the Episcopal Youth Event.

The youth program in the diocese is well established. The new Youth Commission will have the challenge of developing a theme for the new year and designing programs that will incorporate the theme. It is our hope that we can incorporate two events into our existing program. We plan to attend an acolyte festival in a neighboring diocese so that we can host an acolyte festival in our diocese in the future. We also plan to work with those who have begun a migrant youth camp at Newton Grove and explore the possibility of engaging in this exciting new ministry.

Finally, I would like to offer a special thanks to Powell Bland who has faithfully served as New Beginnings Coordinator for the past two years. Powell has developed a manual for New Beginnings and he has passed the program on to another diocese. I regret to announce that Powell has decided to step down as of the Spring New Beginnings Weekend. I know that he will remain active in youth ministry and wish him the best in his life and ministry.

Respectfully submitted,

Robert M. Alves, Chair

YOUTH MINISTRY

To the Bishop and the One Hundred Tenth Annual Convention of the Diocese of East Carolina:

This past year has been incredibly busy in youth ministry in the diocese. The youth program continues to grow as experienced several weeks ago at the Diocesan Youth Convention hosted by the Wilmington churches at St. Paul's. We had our largest youth event ever of over 354 youth and adults. It took 68 homes of Episcopalians in Wilmington to house the convention and for this hospitality we are grateful. The theme of the youth ministry program this year

has been on evangelism...with the focus at the Youth Convention being "Make a friend, Be a friend, Bring a friend to Christ." It is evident that our young people are evangelizing with their friends for each of the conferences or events being held continue to grow. Our young people are sharing their commitment to their faith by encouraging others to be a part of the Church.

The Happening and New Beginnings programs are going well with the leadership of Coordinators, Cookie Cantwell and Powell Bland. These four conferences are full with waiting lists each time. Susan and Rhys Kear of Lumberton will be assuming the Coordinator role for New Beginnings this year as Powell Bland completes 3 years as New Beginnings Coordinator.

With the other youth conferences, adult training and convocational youth events which have been held in 1992, we have had over 2500 people in attendance. This number has grown largely due to the expansion of parish convocational gatherings which have been held for youth. Many thanks to the youth ministry leadership in our parishes who are extending the invitation to other parishes for these special events.

This summer we are offering a Migrant Youth Ministry Camp experience for junior high youth called "Encuentra" (Encounter) which will be held at the Migrant Center at Newton Grove. This model was developed several years ago by Amy Trester and one of our young people.

The youth program is being led by our young people and a number of committed adults. We are stretching hard to keep up with the vision and enthusiasm of our youth. It takes many hands and loving hearts to make this program happen. Your continued support is needed as we always need help somewhere in the program.

The Rev. Robert Alves, who has served as Chair of the Youth Commission, will be leaving our diocese shortly since he has accepted a call to Roanoke Rapids. This has been a year of transition for us in the youth ministry program. I have appreciated Robert's leadership and support throughout this year and wish him the best in the time ahead. The Rev. Jimmy Taylor, of Emmanual, Farmville, will continue this leadership as Chairman of the Youth Commission. Jimmy has a long and dedicated history to youth ministry in East Carolina. We look forward to Jimmy's leadership as Chair.

Camp Trinity had a winner of a summer with an attendance of 597 campers.

The Camp staff, Session Leaders, Trinity Staff and volunteers continue to offer an exceptional experience for our campers at Trinity Center. The major achievement we are pleased to share with convention is that Camp Trinity has been accredited by the American Camping Association. This nationally recognized program focuses on program quality and health and safety issues and requires us to review every facet of our operation. Camp Trinity voluntarily submitted to this independent appraisal done by camp experts and earned this mark of distinction in the camping association.

The Rev. Russell Johnson has completed 4 years of service as Chair of the Camp Committee. We are grateful for the vision and commitment Russell has given Camp Trinity over these years as we have established this program of the Diocese. We are pleased and look forward to the leadership of the new Chair, The Rev. Ron Abrams of Holy Trinity, Fayetteville. Also I would like to thank our camp registrar, Jo Parrott, for her excellent work in working with our parents and registering all of our camper each year.

Our camp brochures for 1993 have been available for 3 weeks, and we have had a tremendous response of 300 registrations which is half of our camp spaces. Please encourage your families to register soon.

An area of continuous need for support of Camp Trinity is scholarship donations from parishes and individuals to enable us to offer camp to children in need of assistance. In 1992, 87 scholarships were made possible to campers through this fund. Also the Adventurers Camp which is our camp serving campers with developmental and physical disabilities is seeking volunteers to offer this special week of the summer.

We are blessed to have so many young people in the Diocese of East Carolina. As I think of the young people whom I have encountered, I hear their stories of joy and hope and yet their stories of brokenness...those contemplating suicide, those being touched by the fear of AIDS, drugs, alcohol, issues of sexuality, those from broken homes, those witnessing violence in their schools, the peer pressure... and the struggles go on. These struggles confirm for me the need for the church to offer the safe community where our youth can be accepted, affirmed and loved. We can offer them the opportunity to explore, discover and celebrate their individual and corporate journeys of faith as Christians in the Church. I invite you to keep the simple words of the Youth's Diocesan Theme this year in your heart as we reach out to our neighbors..."Make a Friend, Be a Friend and Bring a Friend to Christ". The youth are part of our ministry. I

thank you for your support of our young people. I remain overwhelmed and blessed by being able to serve with the young people and all of you in East Carolina.

Respectfully submitted,

Carol Taylor

SAINT AUGUSTINE'S COLLEGE

To the Bishop and the One Hundred Tenth Annual Convention of the Diocese of East Carolina:

1992 was Saint Augustine's 125th anniversary as an educational institution dedicated to the intellectual, moral and spiritual development of young men and women who enroll at the institution. From its humble beginning in 1867 to the present, when development and advancement may be noted, the college continues to be one of America's highly respected predominantly black institutions of higher learning.

Much of the college's success over the years can be attributed to its historic relationship to the Episcopal Church of America; much also to the character, foresight and determination of the outstanding churchmen and educators who have shaped its development throughout its history. Among the most dynamic of these has been Dr. Prezell R. Robinson, an internationally esteemed leader in education whose 25th anniversary as president of Saint Augustine's College also graced 1992.

Here, then, are some of the major highlights in Saint Augustine's impressive story and the chapter contributed to that story by President Robinson.

Saint Augustine's College is a private, historically black, four-year, Episcopal-related coeducational liberal arts institution, with strong programs in business administration, the sciences, communications and teacher education. The college is located in the northeast section of Raleigh, North Carolina, on an attractive 110-acre campus. During the 1991-92 academic year, 1,985 students were enrolled.

Accredited by the Southern Association of Colleges and Schools and the North Carolina Department of Public Education, Saint Augustine's awards Bachelor of Arts and Bachelor of Science degrees in 38 academic disciplines within five major divisions: Business and Computer Science; Education; Humanities; Natural Sciences and Mathematics and Social Sciences. It also has a dual degree program in Engineering with North Carolina State University of Raleigh. As a designated historic site of the Oakwood section of Raleigh, the Chapel was built by students in 1895, the year when the cornerstone was laid. The first service was held and daily services began on Quinquagesima Sunday in 1896. The Chapel maintains both a font and pool for the rite of Baptism. The altar rail, a memorial tribute to Bishop Phillips Brooks of Massachusetts, is another architectural feature of this edifice that was built in 1893. The bishop's chair was placed in the sanctuary as a memorial to the consecration of the Right Reverend Henry Beard Delany. He was the first black bishop who was graduated from Saint Augustine's College and the only black Episcopal bishop from North Carolina.

SAINT MARY'S COLLEGE

To the Bishop and the One Hundred Tenth Annual Convention of the Diocese of East Carolina:

"First the blade, and then the ear, then the full corn shall appear"--these lines from a familiar Thanksgiving hymn are a vivid picture of the growth process which we see every year at Saint Mary's. Our mission is one of planting seeds, and seeing the first early growth. The fullness of growth comes later in life as our alumnae continue their record of service to the Episcopal Church, their communities, their careers, and their families.

As our 150th year comes to an end, we find ourselves once again affirming our mission of preparing young women for further education. Our top rate faculty is not only proficient in the classroom, but compassionate outside it. We repeatedly hear tributes to faculty members from alumnae who will never forget their interest, concern, and patience.

Similar attention is given to our students' spiritual lives through regular required

worship and a wide variety of opportunities for community service. We sent off boxes of baby supplies to victims of Hurricane Andrew, and collected canned goods at the fall school dance. Students are involved in weekly volunteer work as tutors for children with special needs. Several social clubs have provided an evening meal at Emmaus House, a home for working men who are temporarily homeless.

Some first fruits for the Episcopal Church are the eight students preparing for Confirmation. In this group are two college students who are also preparing for Baptism. It is clear that there is a great missionary task at hand at Saint Mary's. None of the students in Confirmation Class were raised as Episcopalians. Like the Church at large, our new members are coming from other it's denominations, and it's their exposure to the Episcopal Church at Saint Mary's which makes the difference.

The hymn says "first the blade", but of course we all know, it's really first the seed. That's where we come in! We plant seeds for intellectual, physical, and spiritual growth, and we nurture them to the very best of our ability. We get to see those first tender shoots, but then they are off to new fields. We hope our Episcopal Church family will continue to support our mission so that God will be pleased with the harvest we present.

Respectfully submitted,

The Rev. Janet C. Watrous

SEWANEE
THE UNIVERSITY OF THE SOUTH

To the Bishop and the One Hundred Tenth Annual Convention of the Diocese of East Carolina:

The University of the South (Sewanee) experienced a banner year in 1991-92, with record levels of applications in both the School of Theology and the College of Arts and Sciences, and the highest amount of gifts from alumni and friends received in University history.

Program Stability and Campus Improvements

Sewanee saw a stable academic year, which included an outstanding series of annual William Porcher DuBose lectures at the seminary with Dr. Letty Russell, professor of theology at Yale University's School of Divinity; the orderly implementation of a curriculum change designed to challenge both faculty and students in the College; and an intensive writing-across-the curriculum element incorporated as a part of that change.

The School of Theology enjoyed increased interaction with the College faculty and staff, including a team-taught course with Dean Guy F. Lytle, III, Professor David Schlafer, and the Rev. Samuel Lloyd, the University chaplain entitled "Theory and Practice of Ministry I: Pastoral Theology." The College also developed a four-course interdisciplinary humanities program entitled "Tradition and Criticism in Western Culture" and strengthened the science area with the assistance of a Howard Hughes Medical Institute grant of $500,000 received in 1990-91.

The University Domain continued to undergo significant improvements at both the seminary and the Colleges campuses. The Board of Regents approved a major renovation program encompassing many areas of the University, including academic buildings, grounds, dormitories, housing, and staff office spaces. This effort was led by a $500,000 grant from the William R. Kenan, Jr., Charitable Trust Fund of Chapel Hill, N.C. Major refurbishment of the worship area in Hamilton Hall at the School of Theology and Blackman Auditorium in the College's Woods Laboratories were also conducted over the summer for the 1992-93 academic year.

Admission Area Remains Strong

Both the School of Theology and the College made significant strides in the area of admission. Enrollment at the seminary was up almost six per cent, at a time when virtually all seminary enrollments nation wide were down considerably. The College set a new standard for applications with 1,419, over 20% higher than in 1990-91. Overall, there were 1,080 undergraduates enrolled in 1991-92, the second highest number in Sewanee's history.

Fund-Raising

Sewanee received a total of $11.9 million in 1991-92, not only a new single year

high, but also a remarkable increase from the $4.6 million raised in 1990-91. Equally important, was a second new record, $1.736 million received through the Annual Fund. These vitally important, budget-relieving funds helped the University balance its overall budget for the 15th consecutive year.

Honorary Degrees

Ten individuals received honorary degrees during 1991-92: Princeton University English professor Dr. John Vincent Fleming; Chattanooga Times publisher Ruth Sulzberger Holmberg; the Rev. John Stone Jenkins of New Orleans, the designer of the Disciples of Christ program; Ogden Carlton, chairman and chief executive officer of the Carlton Company in Albany, Ga.; the Rt. Rev. Alfred Clark Marble, Jr., bishop coadjutor of the Diocese of Mississippi; the Rt. Rev. Robert Gould Tharp, bishop of the Diocese of East Tennessee; Clarence Day, chief executive officer of the Day Companies, Inc., of Memphis; the Rev. Daniel P. Matthews, rector of New York's Trinity Church; Dr. Nathan A. Scott, Jr., professor of religious studies emeritus at the University of Virginia; and Eugene N. Zeigler, Jr., a Florence, S.C., attorney.

The Diocese of East Carolina

The Diocese of East Carolina participates directly in the life of the University in many ways, through both gifts and the students who attend the University, as well as through the service of the University Trustees. This year there are five students enrolled in the College of Arts and Sciences and one student enrolled in the School of Theology. Of these students, three are receiving financial aid in the amount of $32,363. There are 3 EFM groups with 24 members in the diocese. The EFM coordinator is Patricia Howe. In addition, 13 parishes in the diocese gave gifts last year totaling $8,011.50 to support the University and its programs. Among those parishes making contributions, nine were Honor Roll, that is, parishes who gave an amount equal to at least one dollar per communicant. The Trustees serving from the Diocese of East Carolina include: The Rt. Rev. Brice Sidney Sanders, The Rev. Russell L. Johnson, Dr. John Y. Powell, and Ms. Alicia H. Ragsdale.

RESOLUTION REGARDING THE 111TH ANNUAL CONVENTION OF THE DIOCESE AND THE ISSUE OF JUSTICE

Whereas, the Church which is called to be a community of compassion, hope and restoration has a mission to fulfill regarding victims of crime and criminals; and

Whereas, prisons stand as a tragic reflection of the failure of society and ourselves to achieve community; and

Whereas, prisons survive because of an adherence to the alleged value of punishment which precludes a rational system of individual and community protection; and

Whereas, the cries for retribution heard throughout this land are cries for safety and justice and for relief from an unworkable justice system; and

Whereas love, forgiveness, and reconciliation are greater needs than punishment and retribution;

Now, therefore, be it resolved, that the committees and officers of the Diocese responsible for planning and preparing for the sponsoring of the 111th Annual Convention of the Diocese of East Carolina, to meet in February, 1994, make plans and preparation for the Diocese, gathered at that convention, to discuss restorative justice as a means of addressing the problems plaguing our current system of criminal justice and corrections.

Respectfully submitted,

Prison Commission

RESOLUTION REGARDING STANDING RESOLUTIONS

Whereas, this Diocese occasionally adopts Resolutions that are "standing" in nature i.e., they remain proposals convention supports into the future; and

Whereas, the corporate memory of convention is for all practical purposes dependent upon delegates who attend convention yearly or who serve committees or who work on diocesan staff;

And whereas, convention attitudes, interests and foci do change over time; and

Whereas, review of such standing resolutions periodically would serve to remind convention of our chosen responsibilities;

Be it therefore resolved that the Bishop of East Carolina be encouraged to return to convention for review, debate and reaffirmation or defeat those standing resolutions he or she believes would serve the memory and commitment to action agreed to by this Diocese.

Respectfully submitted,

The Rev. Russell L. Johnson

RESOLUTION: "CELEBRATION OF OUR HUMAN JOURNEY"

Whereas, our beloved God has created the life process of growth and change and has shown through His Son the way our lives should be lived; and

Whereas, over 25% of the members of the Episcopal Church are over the age of 65 and over 56% are over the age of 50 and this age group is growing fast both within the general population and within hte Church;

Therefore be it resolved, that all parishes of this diocese be urged to encourage continuing education of clergy and laity in aging and older adult ministries; and

Be it further resolved that the month of May be proclaimed a period of thanksgiving and celebration for our journey through life.

Respectfully submitted,

Gloria Price, Chair
Commission on Ministry with the Aging

RESOLUTION REGARDING THE OFFICE OF ASSISTANT BISHOP

Whereas, the Diocese of East Carolina covers an extensive region, and is made up of some seventy-three congregations from Virginia to South Carolina; and,

Whereas, in addition to an annual visitation to each of these congregations, the Bishop of the Diocese is responsible, as chief pastor and teacher of the Diocese, for the spiritual welfare of each of these congregations as well as the spiritual, emotional and general welfare of each priest canonically resident within the Diocese; and,

Whereas, over the past several years it has become increasingly difficult, if not impossible, for Bishop Sanders to discharge all of these responsibilities as well as the administration of the Diocese in all its many facets while at the same time being responsible to himself, his family and the Diocese with regard to his own health and well-being; and,

Whereas, in order to insure that the episcopal ministry to the Diocese is fulfilled the Diocese has for the past several years paid for the services of various retired bishops, including Bishop Elebash and Bishop Charlton, to assist Bishop Sanders in his ministry, which assistance has been extremely helpful, but of very limited scope; and,

Whereas, it is apparent that the demands upon the Bishop of East Carolina have continued to grow to the point that such limited, primarily liturgical assistance is no longer sufficient to meet the needs of the Diocese and of Bishop Sanders; and,

Whereas, Bishop Sanders has requested, and the Standing Committee of the Diocese has consented to, the creation of the position of Assistant Bishop, in accordance with Title III, Canon 25 of the Canons of the Episcopal Church, in order to meet the needs of the Diocese;

Now, therefore, be it resolved that, effective immediately upon ratification by this Convention of the Diocese, the position of Assistant Bishop for the Diocese of East Carolina be and is hereby created in accordance with Title III, Canon 25, of the Canons of the Protestant Episcopal Church, and that the Standing

Committee of the Diocese be and is hereby requested to cooperate with the Bishop in consenting to the Bishop's selection of a person authorized by Canon law to exercise the duties of that office, as soon as practicable after the adoption of this resolution by the Convention of the Diocese.

Submitted by: Executive Council of the Diocese of East Carolina

RESOLUTION in Honor of
JOSEPH C. (Clarence) LEARY

Whereas, in the history of every diocese there is given it by God the gift and blessing of outstanding leaders from the lay order which enhance, expand and influence and in all ways enrich the life of that diocese.

And whereas, the Diocese of East Carolina has been so blessed and gifted by the life and ministry of one layman so named Joseph C. Leary at Baptism but better known as Clarence by friends and enemies, admirers and otherwise,

And whereas, after ten years as chairman of this Diocesan Stewardship Committee, the aforesaid Clarence Leary has for years begged, pleaded, threatened, cajoled and now finally means seriously to lay down his chairmanship of said committee.

And whereas, this Diocese owes Mr. Leary its deepest most abiding offering of thanks and praise as well as a genuine expression of love and affection both for his incredible accomplishment and his authentic Christian character

And whereas, as all of us who have met him, or have been encouraged by him or were inspired by him at committee meetings, convocational gatherings or Diocesan conventions or General conventions will miss his work, his good humor and his person, therefore,

the following resolution is offered:

The Diocese of East Carolina does hereby commend and offer its deepest thanks and sense of appreciation and love to Mr. Joseph C. Leary, better known as Clarence Leary, for his dedication, inspiration, enthusiasm and good humor; for

his deep and abiding accomplishments; for his vision and leadership; and for the selfless giving of his own time, talent and treasure as Chairman of this Diocesan Stewardship Committee.

Under his leadership and direction, his committee has helped this Diocese move from a mindset of scarcity and poverty to one of blessedness and plenty.

Under his leadership and direction, his committee has helped this Diocese move from overwhelming dependence upon Foundation funds to using Foundation funds in significant ways and amounts for creative ministry grants which have spawned ministries in every part of this Diocese therein touching hundreds of lives for good.

Under his leadership and direction, his committee has helped train countless Stewardship canvass chairs and Every Member Canvass callers, in the process raising up the level of resources available for ministry within every parish and within the Diocese.

His renowned good humor and enthusiasm used creatively have helped countless individuals to open their hearts, minds and wallets to our Lord's calling to them to be better stewards.

Finally, let it be known that in the process of accomplishing all this Clarence has remained a genuine, authentic, caring, lighthearted, child of God worthy of emulation by any and all that know him; and that the Diocese of East Carolina at its 110th annual convention did by general acclamation and standing ovation sadly acknowledge and more sadly accept his resignation. May God Bless Him and Keep Him in the palm of His Hand.

STEWARDSHIP RESOLUTION

Whereas, the 69th Convention of the Episcopal Church resolved that each Diocese and congregation of the church be encouraged to continue to work toward the goal of giving to others as much as they spend on themselves (commonly known as 50/50 giving), with at least 25% of the Net Disposable Income (NDBI) of each congregation to be given through the Diocese for mission and ministry, and

Whereas, in February 1989 the One Hundred Fifth Convention of the Diocese of East Carolina, recognizing that the Diocese is a voluntary giving Diocese in which no church is assessed, passed a resolution encouraging each church congregation to be given through the diocese and to attain this goal each church was asked to increase giving to the Diocese of East Carolina a minimum of 2% each year

Be it resolved therefore, that the One Hundred Tenth Convention of the Diocese of East Carolina recommits itself to these goals and requests that by January 1, 1994 each parish submit to the Stewardship Commission a plan whereby the parish commits to increasing its pledge to the Diocese 2% each year until the parish reaches the 25% goal, beginning at the church's present level of giving or, at the very least, at a minimum of 10% of the parish's NDBI,

Be it further resolved, that the Stewardship Commission is committed to acting as a resource to each congregation in their efforts to reach these goals and will provide training, information and material about stewardship and the mission and ministry of the Diocese.

Respectfully submitted,

Alicia R. Alford
Assistant for Communications and
Stewardship

RESOLUTION FOR CARONELL CHESTNUT

Whereas, Caronell Chestnut has served this Diocese for over thirty years as a member of the Camp Committee and has now asked to retire; and,

Whereas, she has during those thirty some years been a remarkably visionary and zealous supporter of this diocese's camping programs; and,

Whereas, she did persevere in upholding Camp Oceanside and its ministry to black youth and adult campers at great cost to herself in energy, time, talent and treasure; and,

Whereas, she was instrumental in gaining support for the building of an integrated camping program at Trinity Center; and,

Whereas, we will miss her sense of joy and love of children, her good humor and unending patience, her wisdom and common sense; and,

Whereas, in all her activities and accomplishments among us she has demonstrated the finest qualities of a disciple of our Lord inviting all of us by her actions and words into a deeper discipleship ourselves,

We, therefore, do wish to honor and note her contributions to our common life by joining our voices in common acclamation as we stand together and sing the Doxology.

Respectfully submitted,

The Rev. Russell Johnson
Chair, Summer Camp Committee

RESOLUTION OF THANKSGIVING FOR THE REV. LAWRENCE PATRICK HOUSTON, JR.

Whereas, The Reverend Lawrence Patrick Houston, Jr., shepherded the people of St. Paul's, Greenville, lovingly and faithfully for 27 years, and when he was not perceived as a loving shepherd, was fondly called Father Curmudgeon; and,

Whereas, his ministry in the Diocese of East Carolina included several terms on the Executive Council; Diocesan Standing Committee; Commission on Ministry; The Minister - his life and work committee; and possibly the most painful committee - the one that made the difficult decision to sell Camps Leach and Oceanside in order to build one Camp and Conference Center on Bogue Banks, now Trinity Center.

Therefore, be it resolved that this 110th Annual Convention of the Diocese of East Carolina gives thanks for the service and witness of Lawrence Patrick Houston, Jr., who "absolutely and utterly" retired from St. Paul's, Greenville,

on September 30, 1992.

Be it resolved, further, that a copy of this resolution be given to him.

Faithfully submitted,

Delegates of St. Paul's,
Greenville

RESOLUTION IN THANKSGIVING FOR THE REV. ROBERT D. COOK

Resolution regarding The Rev. Robert D. Cook, on the completion of his faithful years of service as Rector of St. James Church, Wilmington:

Whereas, The Rev. Robert D. Cook recently retired as Rector of St. James Church, Wilmington; and

Whereas, he cheerfully devoted 20 years of his ministry in Christ to St. James, and to the people of Wilmington; and

Whereas, during these 20 years, through exceptional pastoral work he loved, baptized, married, and buried several generations of Christ's own flock; and

Whereas, he taught his parish both by example and purposeful leadership, how to "make a joyful noise to the Lord", and brought his people gladness through a superb music program; and

Whereas, he actively nurtured and supported the St. James Day School, that all children might come to know and feel the love of God in Christ; and

Whereas, reaching beyond personal pain, he enfolded victims of substance abuse, ministering to them at the local, regional and national levels both through personal outreach and organizational leadership; and

Whereas, his love of God's own inspired his leadership to give comfort, relief and hope to the poor, broken hearted and homeless through Wilmington's Good

Shepherd House; and

Whereas, through his faith in God's calling, even in retirement he proposes to continue his ministry, in part by working actively for Habitat for Humanity; and

Whereas, he has been constant in his devotion to the life and ministry of this Diocese through its convention and its several commissions, especially that on ministry;

Now, therefore, be it resolved, that the Diocese of East Carolina recognize and give thanks for the ministry of The Rev. Robert D. Cook; and

Be it further resolved, that the Diocese of East Carolina extend its fervent prayers that The Rev. Robert D. Cook's continuing ministry be blessed with the same love and success which marked his 20 years at St. James.

Respectfully submitted,
Vestry of St. James, Wilmington-Ann Parker, Sr. Warden

RESOLUTION IN THANKSGIVING FOR THE MINISTRY OF JANE WYNNE

Whereas, Jane Wynne is approaching the ten-year mark as assistant for administration to Bishop Sanders; and

Whereas, in such capacity she has ministered with the people, clergy and bishop of this diocese with steadfastness and fidelity; with superior competence; with generous good humor; with abundant hospitality and kindness; and with extraordinary commitment; and

Whereas, Jane has served and represented us with excellence as well in administrative work and communication in the National Church and General Conventions; and

Whereas, Jane lives her dedication and skill with self-effacement, characteristic of her profound reverence and love for the holy God; and

Whereas, Jane reflects the light of God shining in her such that God is glorified by her in this work and we are given a worthy witness to sacred faithfulness,

Be it therefore resolved that, the 110th Annual Convention of the Diocese of East Carolina extends its gratitude to Jane for her labor, devotion, excellence and ministry through these ten years; and

commits itself to uphold her in this ministry with ongoing prayer.

Respectfully submitted,

Lucy Talbott, Chair
Resolutions Committee

RESOLUTION OF THANKSGIVING FOR THE REV. KOGA WELDON PORCHER

The Rev. Koga Weldon Porcher, known and loved by this diocese as Don,

Known and loved by the community of the Outer Banks and St. Andrew's By-the-Sea for 10 years as pastor and friend,

Known and loved by children of every age for his gladness, gentle spirit and lively humor,

Known and loved by the people of God as a faithful and honest companion in faith,

Known and loved as a plain spoken and unassuming teacher - a servant among the servants of God,

Under his high school yearbook picture was written: "To remain small and perform much is a characteristic of true greatness." His life and ministry bore that out.

And for Don's life and ministry, for countless children taught and lives touched,

be it resolved that the 110th Convention of the Diocese of East Carolina give grateful thanks to the Lord he served.

Respectfully submitted,

Hilary West

RESOLUTION AGAINST RACISM

Whereas, holy baptism restores our oneness with Christ and one another, especially through serving Him in all persons, and "striving for justice and peace," and

Whereas, this "Good News of God in Christ" is diminished whenever "respect for the dignity of every human being" is lessened by the misuse and abuse of power, privilege, and prejudice known as Racism, and

Whereas, this 110th Diocesan Convention has set itself against such misuses and abuses by the membership and institutions of the Diocese:

Be it resolved that the leaders and representatives of the parishes and institutions of the Diocese meeting in convention on this February 13, 1993, being the Feast of Absalom Jones, the first priest in this Christian body of African American descent, return to their respective churches and communities determined to achieve the following objectives by the 111th Convention of the Diocese:

1. Increase parish and institutional outreach in areas of social and community life in ways that uphold our Baptismal Vows, and that are consistent with our unity in Christ,

2. Seek and develop resources to help accomplish this and other anti-racism objectives in multi-racial settings and meetings,

3. Publish this and other "Good News" efforts in diocesan media, especially relating to the convocational (deanery) restructuring of the diocese,

4. Share and use the enabling resources of the Commission on Racism, the Executive Council, the Episcopal Consultative Commission, and other components of the diocesan structure to recommend a policy aimed at eliminating racism within our membership, and throughout the diocese for adoption at 1994's convention.

Respectfully submitted by,

The Rev. Edwin E. Smith
Chair of Commission on Racism

IN MEMORIUM
WAVERLY CLARE BROADWELL

Whereas, Waverly Clare Broadwell served our blessed Lord's Church for many years in the Diocese of East Carolina, and as a member of Holy Trinity Church, Fayetteville; and

Whereas, his ministry in the Diocese included Trustee of the Diocese, member of the Transition Committee for the design and development of Trinity Center and the Diocesan Office in Kinston, Trinity Center Board, Delegate to the Diocesan Convention, Executive Council, Finance Comittee, and the Capital Fund Drive; and

Whereas, his ministry in Holy Trinity Church included membership on several vestries over a thirty year period, Senior Warden, Chairman of three search committees, member and chair of the Holy Trinity Foundation, participated and chaired various other committees for the growth of his Parish Family; and

Whereas, his great strength and unfailing devotion to his family, his Church and to the Bishops under whom he served was enhanced by great wit and wisdom,

Be it resolved that this One Hundred Tenth Annual Convention of the Diocese of East Carolina gives thanks for the life and work of Waverly Clare Broadwell, who departed this life on April 29, 1992, knowing that our lives are richer for his presence with us and the loving way he touched our lives.

Be it resolved, further, that a copy of this resolution be given to his family.

Faithfully submitted,

Board of Trinity Center and
Delegates of Holy Trinity,
Fayetteville

RESOLUTION PROPOSING THE ENDORSEMENT OF A COMPANION DIOCESE RELATIONSHIP WITH PUERTO RICO

Whereas, The Rt. Rev. David A. Alvarez, Bishop of Puerto Rico, made known his invitation to the Diocese of East Carolina to begin a dialogue on the possibility of a "Companion Diocese" relationship between our two dioceses; and,

Whereas, Bishop Sanders invited Bishop Alvarez to visit East Carolina for a discussion of this exciting step and a tour of Trinity Center, Episcopal Migrant Farmworker Ministry, St. Martin's Head Start program, the Hispanic work being done by the Rev. Gary Fulton at Bath, and several parishes as time permitted, and

Whereas, both bishops expressed a willingness and an eagerness to proceed and a Companion Diocese Committee was appointed, and

Whereas, the committee is charged with formulating measurable goals in line with the bishops' discussions for the three year relationship between our two dioceses, and

Whereas, there is great opportunity for growth in understanding, affection and learning as sister dioceses in different cultures but serving the same Lord, and

Whereas, we wish to promote exchanges of groups of all ages, both lay and clergy,

Be it therefore resolved that, the Diocese of East Carolina begin a Companion

Diocese relationship with Puerto Rico as soon as the committee has a formulation of goals agreeable to both bishops, and

Be it further resolved that, this 110th Convention of the Diocese of East Carolina send its enthusiastic welcome to the Diocese of Puerto Rico and express its desire to begin this relationship as soon as possible.

Respectfully submitted,

The Rev. Sherman H. Miller, Chair
Companion Diocese Relationship

COURTESY RESOLUTION

Be it resolved that the 110th Annual Convention of the Diocese of East Carolina expresses gratitude to the Diocesan Convention Committee and its Chairman, Robert Van Veld, for the gift of a wonderful convention; and for the hospitality of St. Paul's and St. Timothy's of Greenville; and Emmanuel, Farmville.

We also express our gratitude to the clergy and people of St. Peter's Roman Catholic Church for providing a wonderful place for our opening celebration, and for the warm and cordial manner in which they welcomed us into their church.

And for the gift of flowers from our neighbors in Farmville, which added beauty and color to our festive gathering.

Be it further resolved that recognizing our worship as a central part of our conventions, we wish to thank the Rev. Joseph Cooper and the Liturgical Commission for designing the services, and to all who participated in the Opening Eucharist and other liturgies.

A special thanks to the African Dance Company of Goldsboro for leading our processions with enthusiasm and rhythm.

With thanks also to our neighbors Deacon Elaine Irving, Dr. Luther McManus, and Dwight Johnson, along with Bishop Sanders and Bishop Talton, for sharing

their stories with us, which challenged us to be honest with each other and ourselves about the reality of racism.

And lastly, be it resolved that we offer thanksgiving for all of our brothers and sisters -- the delegates and other participants of the 110th Convention -- for striving for openness and understanding through dialogue and a renewed sense of companionship.

Respectfully submitted,

Mrs. Harriette Wagner, Chairman
Mrs. Mary Foytik
The Rev. Frank Russ

RESPONSE TO THE BISHOP'S ADDRESS

Anxious dreams about vocation . . . we know about that . . . though your anxious dreams speak of the general human condition of existential uncertainty and meaning, how clearly and specifically you speak to those of us who share life together in the faith community of the Diocese of East Carolina. For we have truly been with you in your illness and uncertainties during the past year. It is without hesitation or reservation that we affirm "how good it is to see you and to be seen by you." You're right, Bishop, we have been holding you in our hearts, but how fitting, for you have held us in your heart for quite some time, and we are reminded of the story of the singular set of footprints on the beach -- where rather than being alone, we are, in fact, carried by our Lord Jesus. We are, by the grace of god, in deep relationship with one another in suffering, in sin, in redemption, in hope . . . we are companions along the way. And, we are grateful.

In your renewed vigor, through your eyes of faith, and by the quickening power of God's spirit in us, we are encouraged as your look toward and lead us into the future. With you, we celebrate the providence of God always providing necessary gifts and talents and people for the necessary work of bringing in His kingdom. As a convention we have heard you and endorse the reorganization and restructuring of Program Administration within the Diocese, and we are grateful for the hard work of Executive Council, our staff, especially The Rev. H. King McGlaughon, and other leaders within the Diocese. This convention

has responded to your request for an Assistant Bishop, and we hear in that not only your voice but also that of the people of the Diocese. We welcome with you Alicia Alford as she begins a new ministry with Stewardship and Communication. She comes to a generous people who have worked hard to respond faithfully. We pledge her our support and at the same time acknowledge and give thanks for the incredible leadership and creativity of Clarence Leary in Stewardship and Ede Baldridge with *Cross Current*. Their hard work has developed in us fertile soil.

We are excited about the possibilities of a new Budget and Fiscal policy, developing needs and goals for implementation in 1994, 1995 and beyond. You have called us to consider and we have approved the formation of a new deanery structure and to emphasize the theme of "companionship" within the deaneries through service, worship and education. These deaneries can truly be new places of companionship and ministering.

Bishop, you highlighted for us the many wonderful and dramatic ways in which the National Church has served our neighbors in the world. You also reminded us that six outreach projects in our Diocese have received support from the National Church. We celebrate with you that our giving outside the Diocese is now 37% of the budget, and we affirm your commitment to continue our support of the National Church budget, remembering that "they" are, in fact, us.

The theme of "Who Is My Neighbor" compels us to recommend that this Diocese and its member parishes seek to implement systemic changes for racial equality, representation and sensitivity. We further recommend that the Racism Commission find ways to discern and report on the activities of the Diocese and parishes with regard to such systemic changes, and that our progress be reported to the next convention and the Diocese at large.

God is gracious to us in so many ways, Bishop. You thanked Him for the privilege of proclaiming the Good News of Christ among us. We thank you and Him, and we reiterate our celebration of your ministry and our companionship along the way. We further commit ourselves to join you in the task set before us by God. We believe we are chosen, a royal priesthood, the people of God.

Respectfully submitted,
The Rev. Hamilton Fuller
Committee on the Bishop's Address

EXECUTIVE COUNCIL MINUTES
MARCH 27, 1992
DIOCESAN HOUSE, KINSTON

The Executive Council of the Diocese of East Carolina met on Friday, March 27, 1992, at 9:30 a.m. in Kinston at the Diocesan House. The following were present: The Rt. Rev. B. Sidney Sanders, The Rev. King McGlaughon, Mrs. Harriet Wagner, Mrs. Becky Eckhardt, Mrs. Norma Van Veld, The Rev. Tom Cure, Dr. Jo Anne Bell, The Rev. Russell Johnson, Mr. Frank Wakefield, Mr. Roy Parker, Mr. Channing Daniel, The Rev. John Weatherly, The Rev. Richard Warner, The Rev. Ken Asel, The Rev. Robert Hobgood, The Rev. Matt Stockard, The Rev. Hamilton Fuller, Mr. David Stoller, The Rev. Ton Whiteside, Dr. Allen Hornthal, and Mrs. Libba Pate. Also present: Jane Wynne and Lynn Brown.

Coffee and doughnuts were served at 9:30 a.m.

There was a Celebration of the Holy Eucharist at 10:00 a.m.

The minutes were approved as submitted. There was no treasurer's report since the books were still at the auditor's office.

Bishop Sanders welcomed the new members and asked each member to introduce themselves.

Bishop Sanders presented the grantees requesting Creative Christian Stewardship funds. After a detailed discussion, the Rev. Matt Stockard moved that the full request of $10,000 be funded to Trinity Environmental Education Program. All were in favor. The Rev. Russell Johnson moved that the Executive Council fund Ms. Henderson - Neighbor's United $1,000 to be deposited into the Bishop's Discretionary Fund to be allocated as the Bishop sees fit. The Executive Council recommended that the $1,673 for Worldwide Anglican Encounter be deposited in the Bishop's Discretionary Fund for Mrs. Craig's expenses for the conference. The Rev. John Weatherly moved to fund the SMARTY program and for this program to return in September to consider the other $3,000 that was requested. Other requests were granted as recommended.

The Executive Council asked that the guidelines for Creative Christian Stewardship Grants be issued with the application and sent to grantees before coming before the committee. It was also suggested that the application and the guideline be reviewed at the next Executive Council meeting.

Bishop Sanders announced the Committee on Racism has requested that the 1993 Convention discuss the problem of ethnic and racial divisions. The Council was in agreement.

Bishop announced that the new Interfaith Refugee Committee needed

membership.

Mr. Channing Daniel, President of the Foundation, reported that the Executive Committee of the Foundation would meet on April 15th to discuss its mission and the possible granting of loans for new building programs of new and existing parishes in the diocese. They hope to be able to respond to what is happening in our diocese while being responsible stewards of the Foundation's assets.

Several members asked that the Council look again at the proceeds from the sale of the St. Mark's, Fayetteville property. This will be discussed at the June meeting.

Mr. Frank Wakefield, Chairman of the Finance Committee for the Board of Trinity, informed everyone that Trinity Center was operating in the black and is looking forward to the summer. A capital reserve fund is now in existence. Mr. Wakefield also stated that the new General Convention resolution regarding Lay Retirement Plans would directly effect Trinity's budget.

The Rev. King McGlaughon praised those who were a part of the planning for the 1992 Convention in Fayetteville. The Rev. Mr. McGlaughon reported that the 1993 Convention would be held in Greenville at the Hilton Inn due to lack of spaceous accommodations in eastern North Carolina. Also, Greenville is a more central location. Instead of host parishes planning each year for convention, the Convention Committee plans to handle all convention preparation. Mrs. Libba Pate moved that the Convention be held in Greenville and sponsored by the Convention Committee. All were in favor.

Bishop Sanders briefly updated the Executive Council on his visit with the

House of Bishops at Kanuga. He stated that he looks forward to the next House of Bishops in September.

The Rev. King McGlaughon distributed the Stewardship Statement for adoption and signatures. The Rev. Mr. McGlaughon also explained the hopeful restructuring process of the Program Group. The Program Group will have an overnight March 29-30 at Trinity Center.

The next meeting of the Executive Council will be Friday, June 5, at 9:30 a.m. in Kinston at the Diocesan House. There being no further business, the meeting was adjourned. (After June 5, the next meeting will be an overnight at Trinity Center August 20-21.)

EXECUTIVE COUNCIL MINUTES
JUNE 5, 1992
DIOCESAN HOUSE, KINSTON

The Executive Council of the Diocese of East Carolina met on Friday, June 5, 9:30 a.m. in Kinston at the Diocesan House. The following were present: The Rt. Rev. B. Sidney Sanders, The Rev. King McGlaughon, Mrs. Norma Van Veld, The Rev. Robert Hobgood, Dr. Jo Anne Bell, Mrs. Sheila Walker, The Rev. Russell Johnson, The Rev. Phil Glick, Mrs. Becky Eckhardt, Mr. Channing Daniel, Mrs. Harriet Wagner, The Rev. Tom Cure, The Rev. Hamilton Fuller, Mr. Wallace Weeks, Mr. Roy Parker, The Rev. Burton Whiteside, Mrs. Patti Campbell, Mr. David Stoller, and The Rev. John Weatherly. Also present: Jane Wynne and Lynn Brown.

There was a correction to the minutes on the last line of the first page of the March minutes. This line should read "the Foundation would meet on April 15th to discuss its mission and the possible granting of loans for new building programs of new and existing parishes in the diocese."

The financial statement was accepted as submitted.

Bishop Sanders requested nominations to fill the one year unexpired term which serves through February of 1993 for The Rev. Ken Asel. There were several nominations and the council voted. The Rev. Edwin Smith of St. Mark's, Wilmington was elected.

The Rev. Robert Hobgood, Chairman of the Department of Mission, updated the council on the department's overnight retreat on May 31-June 1 at Trinity Center. Mr. Bill Coolidge served as consultant. The committee wishes to consult with all congregations seeking what they perceive their life to be. There will be another overnight in the fall for a review. The Rev. Mr. Hobgood and the department recommended using available funds from the sale of the St. Mark's, Fayetteville property for parishes other than those who have already benefitted from the funds. Discussion resulted with representatives from different churches addressing opposing views. Those parishes who have received funds need more support from the diocese, while other parishes who

have not received any of the St. Mark's funds are in the planning stages of expansion and will need support from the diocese. The Rev. Ton Whiteside expressed his appreciation of the department for their guidance and assistance.

Bishop Sanders announced that St. John's, Wilmington received an anonymous gift of $100,000 and 22% was given to the Diocese. The Finance Committee will meet early in the fall to decide how this $22,000 will be allocated.

The Rev. King McGlaughon reported that convention will be February 11-13, 1993 in Greenville at the Hilton and Ramada Inns. The Convention Committee will be responsible for all preparations of the convention. The committee suggested convention begin at 2:00 p.m. on Thursday opposed to 8:00 p.m. on Thursday evening. In addition, the committee recommended hearings for resolutions to be held from 3:00 p.m. - 5:00 p.m. on Thursday afternoon to provide more time and space for debates. The above suggestions were given to ease the agenda on Friday. The registration fee may be increased to accommodate the cost of lunch on Friday. The Hunger Luncheon is questionable at this point. The council approved the change in agenda. The only concern was the fact that attendees would have to take a full day from work to attend the hearings. The committee wants feedback on the changes.

The Creative Christian Stewardship Grant guidelines were distributed ad amendments were made. All were in favor. A copy of the amended guidelines are attached.

A summer schedule of services was distributed for the Camp Oceanside Chestnut Chapel by The Rev. John Weatherly.

Mrs. Harriet Wagner, a member of the Trinity Board, informed the Executive Council that Trinity is operating well. The board is meeting every other month with a detailed report from Mike Morgan, Executive Director. The board will have an overnight in October. Mrs. Wagner stressed much concern regarding cancellations by churches ad the loss of money due to this problem.

The Rev. Russell Johnson announced the need of $10,000 for camp scholarship aid. There are 580 campers this year and 100 on the waiting list. A new office has been built in the centrum for Carol Taylor, Camp Coordinator, in addition to the nurse's quarters.

Mrs. Sheila Walker, newly elected convener of the Episcopal Consultative

Commission, formerly known as the Coalition of Black Episcopalians, updated the Executive Council on several things. The Episcopal Consultative Commission met on April 25 to establish their goals and to create a mission statement. This was a very productive meeting. Also, a picnic was held in honor of Dr. John Horton at St. John's, Edenton for his dedication and leadership of this commission. An overnight will be held July 22-23 at Trinity Center and a banquet is scheduled for the fall. Mrs. Walker stressed that anyone could be a member of the ECC and she would be glad to add them to their mailing list.

Mrs. Patti Campbell, President of the Episcopal Church Women, reported their annual meeting was in May at St. Mary's, Kinston with approximately 150 people in attendance. The guest speaker for this event was Mrs. Pamela Chennis, President of the House of Deputies.

The next meeting of the Executive Council will be an overnight at Trinity Center on August 20-21.

There being no further business, the meeting was adjourned.

EXECUTIVE COUNCIL MINUTES
OCTOBER 30, 1992
DIOCESAN HOUSE, KINSTON

The Executive Council of the Diocese of East Carolina met on Friday, October 30, 1992, at 9:30 a.m. in Kinston at the Diocesan House. The following were present: The Rt. Rev. B. Sidney Sanders, The Rev. King McGlaughon, The Rev. Robert Hobgood, Dr. Jo Ann Bell, Mrs. Patti Campbell, Dr. Allen Hornthal, Mrs. Harriette Wagner, Mr. Channing Daniel, The Rev. Dr. Richard Warner, Jr., Mrs. Dencie Page, The Rev. Russell Johnson, Mr. David Stoller, Mrs. Sheila Walker, Mrs. Norma Van Veld, Mrs. Becky Eckhardt, The Rev. John Weatherly, The Rev. Hamilton Fuller, Mr. Wallace Weeks, The Rev. Edwin Smith, The Rev. Burton Whiteside, The Rev. Tom Cure, and The Rev. Matt Stockard. Also present: Jane Wynne and Lynn Brown.

The minutes were approved as submitted.

The financial report was also approved as submitted.

Mrs. Sheila Walker, a member of the Creative Christian Stewardship Committee, presented each project requesting funds. After some discussion, all grants were approved. See attached.

Bishop Sanders updated the Executive Council on the building status of Holy Trinity, Hampstead. After much discussion The Rev. Hamilton Fuller moved to empower the trustees to negotiate and sign or guarantee a construction note for Holy Trinity, Hampstead of up to $350,000 and urge that the Executive Council of the Diocese consider this in the development of churches. The Rev. Edwin Smith seconded the motion. All were in favor. This allows the assets of the Diocese to be pledged as collateral for the loan.

The Rev. Dr. Richard Warner, Jr. moved to empower the trustees to negotiate and sign or guarantee a construction note for St. James-the-Fisherman, Shallotte up to $450,000. The Rev. Hamilton Fuller seconded the motion. Mr. David Stoller requested this be reviewed by the Department of Mission and the Finance Committee. All were in favor.

The Rev. Robert Hobgood, Chairman of the Department of Mission,

shared with the Council Guidelines for Church Indebtedness. The department developed this to help prevent churches from financial difficulty. It was decided to refer the guidelines to the Foundation Board and the Finance Committee.

The Rev. King McGlaughon updated the Executive Council on the 1993 Annual Convention. The Rev. Mr. McGlaughon reported that things were running smoothly and are ahead of schedule.

Mrs. Patti Campbell, President of the Episcopal Church Women, informed the Executive Council that 150 women attended a recent ECW meeting. Speakers were Mrs. Josie Hookway who reported on Jerusalem and Haiti and Mrs. Nancy Craig who reported on the Anglican Encounter conference she attended in Brazil.

Bishop Sanders announced that as of June 1993 Mrs. Ede Baldridge will step down as Editor of Cross Current. Mrs. Alicia Ragsdale Alford will become the new Editor at that time. Mrs. Alford will also fill the position of Assistant for Communication and Stewardship for the Diocese as of January, 1993.

Bishop Sanders informed Executive Council of the possibility of having Puerto Rico as the Diocese's companion diocese. After a brief discussion, the Executive Council moved to enter into a relationship with Puerto Rico as a companion diocese. All were in favor.

The Rev. King McGlaughon, Chairman of the Program Group, distributed material on the possible reorganization of programs throughout the Diocese. After extensive discussion, the Executive Council adopted The Rev. Mr. McGlaughon's proposed model and requested that the Bishop appoint a sub-committee to work with various program groups using this model. The Rev. Tom Cure seconded the motion. All were in favor. (The restructuring process will be presented to Convention in February, 1993 for their approval.)

Bishop Sanders was requested by Executive Council to appoint two committees which are: 1) Relocation of the Diocesan office and the, 2) Budget and Fiscal Process. The Bishop announced their membership. Following these committee meetings, a report will be provided.

Bishop Sanders announced that Ms. Carol Taylor was at Trinity Center preparing for a Diocesan Youth Event. The event was overflowing with 30 youth on the waiting list.

The Rev. Russell Johnson expressed concern over the fact that communication is needed to assure that parishes are aware that church property is owned by the diocese and not the parish. The Rev. King McGlaughon agreed and stated that he and the chancellor, Mr. P. C. Barwick, are working on this.

Bishop Sanders discussed with the Executive Council the status of having a capital funds drive. The Executive Council moved to encourage and re-establish communications with Holliman and Associates. All were in favor.

There being no further business, the meeting was adjourned.

POSITION STATEMENT FOR THE EXECUTIVE COUNCIL OF THE DIOCESE OF EAST CAROLINA

As a means of enriching the Diocese of East Carolina, we, the Executive Council of the Diocese, encourage parishes and individuals of said Diocese to support the ministries in Haiti of the Haiti Fund, Inc., Holy Cross Hospital, Leogane, and parishes of the Episcopal Diocese of Haiti in and around Leogane and the Cormiers District.

Support can be rendered by contributing to schools, parishes and the hospital; and also by people serving in Medical/Dental Missions and work projects. Others are encouraged to visit Leogane and the Cormiers District to learn from the people, who are our brothers and sisters in Christ.

EXECUTIVE COUNCIL MINUTES
JANUARY 22, 1993
DIOCESAN HOUSE, KINSTON

The Executive Council of the Diocese of East Carolina met on Friday, January 22, 1993, at 9:30 a.m. in Kinston at the Diocesan House. The following were present: The Rt. Rev. B. Sidney Sanders, The Rt. Rev. Charles Vaché, The Rev. King McGlaughon, Mr. David Stoller, Mrs. Becky Eckhardt, Mrs. Norma Van Veld, The Rev. Richard Warner, Jr., Mrs. Dencie Page, The Rev. Phil Glick, Mr. Frank Wakefield, Mrs. Libba Pate, Mrs. Harriette Wagner, Mr. Wallace Weeks, Dr. Jo Ann Bell, The Rev. Ed Smith, Mrs. Sheila Walker, Dr. Allen Hornthal, The Rev. Hamilton Fuller, The Rev. Matt Stockard, and Mr. Channing Daniel. Also present: Alicia Alford, Jane Wynne and Lynn Brown.

The minutes were approved as submitted.

Wallace Weeks presented the financial report. After a brief discussion, it was moved that the year-end treasurer's report be accepted. All were in favor.

Bishop Sanders took a moment to comment on increases and decreases in the 1993 parish pledges.

Dr. Allen Hornthal, Chairman of the Finance Committee, presented the 1993 Proposed Budget. After several alterations the council moved to adopt the amended 1993 Proposed Budget. The budget will be presented to the 110th Annual Diocesan Convention in Greenville February 11-13. The 1993 Proposed Budget requires more income from the Foundation that previous years - 6 1/2% of total return. Mr. Channing Daniel, President of the Foundation, stated that it would not be wise or fiducially responsible to use this amount in future years and the percentage of total return used by the Diocese in 1993 must be reduced.

Bishop Sanders requested The Rev. Matt Stockard prepare and present to convention a resolution concerning Bishop Vaché as the diocese's Assistant Bishop. All were in favor.

Bishop Sanders discussed with the council the cost of the additional office for Bishop Vaché and asked for their vote. All were in favor. The office will cost approximately $7,000.

The Rev. King McGlaughon reported preparation for the Convention was ahead of schedule and was running smoothly. The Convention will take place February 11-13, in Greenville at the Hilton Inn.

Mr. Frank Wakefield, Chairman of the Finance Committee of the Board of Trinity, updated the council on Trinity Center. Mr. Wakefield stated $42,000 had been set aside in capital reserve in 1992. Cancellations are still a major problem. Unfortunately, $844,000 in income was lost due to cancellations and Trinity was unable to reschedule other events on such short notice.

Mr. Wakefield, a member of Holy Trinity, Hampstead, announced their groundbreaking would be held on Saturday, February 27, at 10:00 a.m.

Mrs. Dencie Page recommended a letter to be sent to Mike Morgan and the staff at Trinity Center commending their hard work. All were in favor.

The Rev. King McGlaughon announced that deanery meetings will be taking place during the month of January throughout the diocese.

Bishop Sanders thanked those members who would be rotating off as of convention: The Rev. Hamilton Fuller, The Rev. Thomas Cure, Dr. Jo Ann Bell, Mr. Roy Parker, Mrs. Dencie Page, and Mr. Frank Wakefield.

Bishop Sanders also announced a new addition to the diocese which is St. Francis by-the-Sea, Salter Path.

There being no further business, the meeting was adjourned.

Statistical and Financial Reports

1992 DIOCESAN PLEDGES/PAID

City	Parish	Pledge	Paid
Ahoskie	St. Thomas	18,000.00	18,000.00
Aurora	Holy Cross	500.00	500.00
Bath	St. Thomas	14,690.00	14,689.92
Beaufort	St. Paul's	28,518.00	28,518.00
Belhaven/Yeats	St. James/St. Matthew's	5,000.00	4,300.00
Belhaven	St. Mary's	1,200.00	1,200.00
Burgaw	St. Mary's	2,500.00	2,500.00
Chocowinity	Trinity Church	3,200.00	3,800.00
Clinton	St. Paul's	4,500.00	4,500.00
Columbia	St. Andrew's	1,600.00	1,608.00
Creswell	Christ	1,000.00	1,000.00
Creswell	Galilee	320.00	340.00
Edenton	St. John's	2,000.00	2,000.00
Edenton	St. Paul's	29,150.00	29,150.00
Elizabeth City	Christ Church	26,600.00	28,816.71
Elizabethtown	St. Christopher's	4,100.00	4,100.00
Engelhard	St. George's	3,384.00	3,384.00
Fairfield	All Saints	200.00	200.00
Farmville	Emmanuel	5,100.00	5,100.00
Fayetteville	Good Shepherd	1,536.00	1,536.00
Fayetteville	Holy Trinity	43,089.00	43,089.00
Fayetteville	St. John's	56,430.00	56,430.00
Fayetteville	St. Joseph's	6,000.00	6,000.00
Fayetteville	St. Paul's in the Pines	5,250.00	5,475.24
Gatesville	St. Mary's	2,100.00	3,075.00
Goldsboro	St. Andrew's	1,420.00	1,175.00
Goldsboro	St. Francis	16,000.00	16,000.00
Goldsboro	St. Stephen's	29,000.00	31,416.63
Greenville	St. Paul's	60,900.00	60,900.00
Greenville	St. Timothy's	18,500.00	20,700.00
Grifton	St. John's/St. Mark's	3,100.00	3,100.00
Hampstead	Holy Trinity	4,000.00	5,637.54
Havelock	St. Christopher's	2,000.00	2,200.00
Hertford	Holy Trinity	4,500.00	4,500.00
Hope Mills	Christ Church	5,276.00	5,276.00
Jacksonville	St. Anne's	30,114.00	30,113.50
Kinston	Holy Innocents	4,240.00	4,240.00
Kinston	St. Augustine's	2,110.00	2,110.00
Kinston	St. Mary's	54,410.00	54,409.92
Lumberton	Trinity	19,500.00	21,700.00
Morehead City	St. Andrew's	54,000.00	54,000.00
Nags Head	St. Andrew's by the Sea	30,500.00	31,500.00
New Bern	Christ Church	108,000.00	108,000.00
New Bern	St. Cyprian's	4,700.00	4,700.00
Northwest/Riegelwood	All Soul's	1,800.00	750.00

City	Parish	Pledge	Paid
Oriental	St. Thomas	5,500.00	5,600.00
Plymouth	Grace	2,500.00	2,500.00
Roper	St. Luke's/St. Anne's	2,040.00	2,040.00
Roxobel	St. Mark's	400.00	400.00
Shallotte	St. James-the-Fisherman	6,000.00	6,000.00
Sladesville	St. John's	200.00	200.00
Southport	St. Philip's	6,360.00	6,360.00
Sunbury	St. Peter's	1,500.00	1,625.00
Swansboro	St. Peter's by the Sea	4,240.00	4,240.00
Thomas Ldg/Holly Ridg	St. Philip's	850.00	850.00
Trenton	Grace	500.00	500.00
Vanceboro	St. Paul's	1,430.00	1,430.00
Washington	St. Paul's	1,000.00	1,000.00
Washington	St. Peter's	45,000.00	45,000.00
Washington	Zion	1,800.00	1,800.00
Whiteville	Grace	5,512.00	5,971.33
Williamston	Church of the Advent	18,580.00	18,580.00
Wilmington	Good Shepherd	5,500.00	5,500.00
Wilmington	Church of the Servant	1,700.00	1,700.00
Wilmington	St. Andrew's-on-the-Sound	18,000.00	18,000.00
Wilmington	St. James	68,000.00	68,000.00
Wilmington	St. John's	20,551.00	75,957.74
Wilmington	St. Mark's	2,800.00	2,800.00
Wilmington	St. Paul's	14,650.00	14,650.00
Windsor	St. Thomas	8,700.00	8,700.00
Woodville/Lewiston	Grace	2,800.00	2,800.00
	TOTALS	966,150	1,033,945

CREATIVE CHRISTIAN STEWARDSHIP GRANTS

MARCH 3, 1992

	Requested	Granted
Wade Chestnut Memorial Chapel	$ 243	$ 243
"The Power of Vision" Video	825	0
Cumberland County HIV Task Force	3,500	3,500
Trinity Environmental Education	10,000	10,000
Clergy Support Conference	7,000	5,000
Carteret County Domestic Violence	7,000	0
Bishop Sanders' Discretionary Fund Worldwide Anglican Encounter Neighbors United	2,673	2,673
Episcopal Counseling Center, Inc.	7,500	7,500
Diocese of Kenya - Bishop Kuria	2 ,000	2,000
Companion Diocese (Puerto Rico)	2,000	2,000
St. Mark's, Wilmington SMARTY	9,000	6,000
Amy Trester's Discretionary Fund	0	2,000
	$62,741	$33,416

CREATIVE CHRISTIAN STEWARDSHIP GRANTS
SEPTEMBER 9, 1992

	Requested	Granted
Carteret County Domestic Violence	$ 7,000	$5,300
Mercy Ships	10,000	0
Pitt County AIDS Service Organiz.	6,000	3,000
Greenville Community Shelter	7,500	5,000
Lenoir Community College	4,946	0
Downeast Cluster of Episcopal Churches	15,000	6,000
Christian Mission Committee	2,500	1,500
Haiti Fund, Inc.	10,000	2,100
Episcopal Counseling Center, Inc.	7,500	1,000
Interfaith Refugee Ministry	11,700	7,500
SMARTY	3,000	3,000
Albemarle Recreation & Leadership	15,000	5,000
Disaster Relief (Hurricane Andrew)	0	4,300
	$100,146	$ 43,700

Location	Parish	Operating Revenue	Dioc. Ass't	NDBI	Paid to Dioc	% Giving
Ahoskie	St. Thomas	101,484	0	101,484	18,000	18%
Aurora	Holy Cross Episcopal Church	15,138	0	15,138	0	0%
Bath	St. Thomas Episcopal Church	93,591	0	93,591	14,640	16%
Beaufort	St. Paul's Episcopal Church	147,001	0	147,001	29,875	20%
Belhaven	St. Mary's Episcopal Church	9,645	0	9,645	1,200	12%
Belhaven/Yeats	St. James/St. Matthew's	33,408	0	33,408	5,011	15%
Burgaw	St. Mary's Episcopal Church	23,770	0	23,770	2,500	11%
Chocowinity	Trinity Episcopal Church	52,495	0	52,495	3,200	6%
Clinton	St. Paul's Episcopal Church	72,661	0	72,661	4,500	6%
Columbia	St. Andrew's Episcopal Church	11,992	0	11,992	1,608	13%
Creswell	Christ Episcopal Church	15,743	0	15,743	1,000	6%
Creswell	Galilee Episcopal Church	4,102	0	4,102	340	8%
Edenton	St. John's Episcopal Church	14,491	0	14,491	2,000	14%
Edenton	St. Paul's Episcopal Church	207,056	0	207,056	29,150	14%
Elizabeth City	Christ Episcopal Church	170,759	0	170,759	26,600	16%
Elizabethtown	St. Christopher's	57,953	10,000	47,953	4,100	9%
Engelhard	St. George's Episcopal Church	20,185	0	20,185	3,384	17%
Farmville	Emmanuel Episcopal Church	66,816	0	66,816	5,100	8%
Fayetteville	Good Shepherd Episcopal	17,189	0	17,189	1,536	9%
Fayetteville	Holy Trinity Episcopal Church	263,298	0	263,298	43,089	16%
Fayetteville	St. John's Episcopal Church	404,757	0	404,757	63,905	16%
Fayetteville	St. Joseph's Episcopal Church	69,145	0	69,145	6,000	9%
Fayetteville	St. Paul's in the Pines	77,669	0	77,669	6,204	8%
Gatesville	St. Mary's Episcopal Church	27,570	4,000	23,570	3,075	13%
Goldsboro	St. Andrew's Episcopal Church	18,728	0	18,728	1,520	8%
Goldsboro	St. Francis Episcopal Church	130,043	0	130,043	16,275	13%
Goldsboro	St. Stephen's Episcopal Church	196,426	0	196,426	29,000	15%
Greenville	St. Paul's Episcopal Church	311,358	0	311,358	64,190	21%
Greenville	St. Timothy's Episcopal Church	218,296	0	218,296	20,700	9%
Grifton	St. John's/St. Mark's	26,044	0	26,044	3,100	12%
Hampstead	Holy Trinity Episcopal Church	67,386	16,500	50,886	5,638	11%
Havelock	St. Christopher's Episcopal Churc	58,601	0	58,601	2,400	4%
Hertford	Holy Trinity Episcopal Church	71,974	0	71,974	4,500	6%
Holly Ridge	St. Philip's Episcopal Church	10,849	0	10,849	850	8%
Hope Mills	Christ Church Episcopal Church	68,931	0	68,931	5,276	8%
Jacksonville	St. Anne's Episcopal Church	187,762	0	187,762	30,114	16%
Kinston	Holy Innocents Episcopal Church	44,716	0	44,716	4,240	9%
Kinston	St. Augustine's Episcopal Church	31,884	0	31,884	2,110	7%
Kinston	St. Mary's Episcopal Church	312,774	0	312,774	54,410	17%
Lumberton	Trinity Episcopal Church	118,461	0	118,461	21,700	18%

Location	Parish	Operating Revenue	Dioc. Ass't	NDBI	Paid to Dioc	% Giving
Morehead City	St. Andrew's Episcopal Church	306,948	0	306,948	54,000	18%
Nags Head	St. Andrew's by the Sea	211,145	0	211,145	31,500	15%
New Bern	Christ Episcopal Church	484,847	0	484,847	108,000	22%
New Bern	St. Cyprian's Episcopal Church	40,879	6,000	34,879	4,700	13%
Oriental	St. Thomas Episcopal Church	71,306	0	71,306	5,600	8%
Plymouth	Grace Episcopal Church	44,732	0	44,732	2,500	6%
Reiglewood	All Soul's Episcopal Church	15,978	0	15,978	750	5%
Roper	St. Luke's/St. Anne's Episcopal C	18,183	0	18,183	2,040	11%
Roxobel	St. Mark's Episcopal Church	5,086	0	5,086	400	8%
Shallotte	St. James-the-Fisherman	71,639	7,200	64,439	6,000	9%
Sladesville	St. John's Episcopal Church	4,050	4,000	50	200	400%
Southport	St. Philip's Episcopal Church	104,190	0	104,190	6,360	6%
Sunbury	St. Peter's Episcopal Church	9,165	0	9,165	1,500	16%
Swansboro	St. Peter's by the Sea	74,384	0	74,384	4,240	6%
Trenton	Grace Episcopal Church	17,419	0	17,419	500	3%
Vanceboro	St. Paul's Episcopal Church	29,540	0	29,540	1,430	5%
Washington	St. Paul's Episcopal Church					
Washington	St. Peter's Episcopal Church	281,699	0	281,699	50,553	18%
Washington	Zion Episcopal Church	34,258	0	34,258	1,800	5%
Whiteville	Grace Episcopal Church	62,305	0	62,305	5,512	9%
Williamston	Church of the Advent	102,100	0	102,100	18,580	18%
Wilmington	Church of the Good Shepherd	103,530	12,500	91,030	5,500	6%
Wilmington	Church of the Servant	75,684	0	75,684	1,700	2%
Wilmington	St. Andrew's-on-the-Sound	205,643	0	205,643	18,000	9%
Wilmington	St. James Episcopal Church	424,064	0	424,064	69,000	16%
Wilmington	St. John's Episcopal Church	343,642	0	343,642	72,962	21%
Wilmington	St. Mark's Episcopal Church	48,411	0	48,411	2,700	6%
Wilmington	St. Paul's Episcopal Church	156,250	0	156,250	14,650	9%
Windsor	St. Thomas' Episcopal Church	74,948	0	74,948	9,450	13%
Woodville/Lewis	Grace Episcopal Church	12,441	0	12,441	2,800	23%
		7,286,617	60,200	7,226,417		

INCOME	1993 BUDGETED
BAL. BROUGHT FORWARD	25,000.00
PLEDGES	1,033,700.00
SPECIAL GIFTS	7,000.00
STEWARDSHIP DEVELOPMENT - CD	15,000.00
EPISCOPAL FOUNDATION	140,000.00
PRICE-NOE FOR THEO. ED.	5,000.00
CREATIVE CHRIST. STEW.	65,000.00
PLEDGES PRIOR YEARS	0.00
INTEREST	2,000.00
TRUSTEES	4,000.00
CROSS CURRENT INCOME	500.00
T O T A L EPISCOPATE	**1,297,200.00**

EXPENDITURES	1993 BUDGETED
I. MISSION OUTSIDE THE DIOCESE	
ANGLICAN COMMUNION	
LAMBETH TRAVEL	500.00
NATIONAL CHURCH	
GENERAL CHURCH PROGRAM	247,000.00
GENERAL CONVENTION BUDGET	17,771.00
GENERAL CONVENTION DELEGATES	5,500.00
SYNOD QUOTA	987.00
TOTAL	271,258.00
INSTITUTIONS	
KANUGA	1,000.00
THOMPSON'S CHILDREN HOME	7,500.00
ST. MARY'S COLLEGE	3,000.00
ST. AUGUSTINE'S COLLEGE	6,500.00
SEWANEE-UNIVERSITY OF SOUTH	1,000.00
NC COUNCIL OF CHURCHES DUES	3,000.00
EPISCOPAL RADIO/TV FOUNDATION	1,200.00
TOTAL	23,200.00

EXPENDITURES	1993 BUDGETED
MISSIONARY OUTREACH - DEPARTMENT OF DIOCESAN MISSIONARY	
ALBEMARLE MANNA	500.00
COLLEGE WORK	28,609.00
COMMUNITY DEVELOPERS OF HYDE-BEAUFORT COUNTIES	6,000.00
COMPANION DIOCESE	1,000.00
ECUMENICAL RELATIONS	2,850.00
EPISCOPAL MIGRANT MINISTRY	52,091.00
GOOD SHEPHERD HOUSE	15,000.00
HAITI	0.00
HUNGER COMMISSION	0.00
INTERFAITH REFUGEE	0.00
PRISON COMMISSION	2,800.00
SAN MATEO	9,150.00
SHEPHERD'S STAFF	10,000.00
TOTAL	128,000.00
CREATIVE STEWARDSHIP OUTSIDE (85%)	55,250.00
T O T A L EPISCOPATE	**478,208.00**
II. DIOCESAN MINISTRY AND PROGRAM	
DIOCESAN CONVENTION	19,000.00
YOUTH	
YOUTH COORDINATOR	
SALARY	30,670.00
TRAVEL	3,800.00
CASH CONTRIBUTION (IRA)/PENSION	2,760.00
YOUTH COMMISSION	9,000.00
CAMP TRINITY SUMMER PROGRAM	20,000.00
TOTAL	66,230.00
TRAINING FOR MINISTRY	
COMMISSION ON MINISTRY	2,000.00
COMMITTEE ON THE DIACONATE	1,600.00
SEMINARIANS	20,000.00
CONTINUING EDUCATION-CLERGY	4,000.00
EDUCATION FOR MINISTRY	2,500.00
TOTAL	30,100.00

EXPENDITURES	1993 BUDGETED
DEPARTMENT OF CONGREGATIONS AND DEVELOPMENT	
GRANTS TO CHURCHES	53,000.00
DEPARTMENT EXPENSES	1,900.00
PARISH PLANNING CONFERENCE	0.00
CARO/VA SMALL CHURCH CONFERENCE	1,500.00
CONTINGENCY	0.00
PARISH RENEWAL GRANTS	0.00
PARISH DEVELOPMENT & RENEWAL	4,000.00
PARISH SUPPORT/CONSULTATIONS	3,000.00
TOTAL	63,400.00
DEPARTMENT OF CHRISTIAN FORMATION	
DEPARTMENT OF CHRISTIAN EDUCATION	1,340.00
DEPARTMENT OF CHRISTIAN MINISTRY	0.00
COMMISSION ON SEXUALITY	600.00
DEPARTMENT OF EVANGELISM	0.00
DEPARTMENT OF STEWARDSHIP	3,760.00
COMMISSION ON AGEING	1,350.00
ALCOHOL COMMISSION	1,750.00
FAMILY MINISTRY	0.00
COMMISSION ON HEALING	700.00
CONTINUING ED. FOR LAITY	2,000.00
COMMON WORK OF DEPT.	3,500.00
TOTAL	15,000.00
DEPARTMENT OF COMMUNICATIONS	
SALARIES - CHAIR	18,000.00
EDITOR	7,378.00
CONTRIBUTING EDITORS' FEE	1,800.00
EXPENSES AND PHOTOS	5,600.00
PUBLICATION COSTS	34,000.00
START-UP EXPENSES	2,700.00
VIDEO PRODUCTION	3,500.00
DIOCESAN RESOURCE CENTER	4,000.00
TOTAL	76,978.00
CREATIVE CHRISTIAN STEWARDSHIP (15%)	9,750.00
T O T A L EPISCOPATE	**280,458.00**

EXPENDITURES	1993 BUDGETED
III. THE EPISCOPATE AND DIOCESAN OFFICE	
BISHOP	
SALARY	51,121.00
HOUSING	17,818.00
UTILITIES	2,900.00
TRAVEL	15,110.00
SOCIAL SECURITY /CASH ALLOWANCE	5,372.00
PENSION PREMIUM	13,898.00
TOTAL	106,219.00
EPISCOPAL ASSISTANCE	
STIPEND	14,000.00
TRAVEL	3,000.00
HOUSING	5,500.00
INSURANCE	780.00
START-UP EXPENSE	5,000.00
TOTAL	28,280.00
PROGRAM & MINISTRY/DEPLOYMENT	
ASSISTANT'S SALARY	28,434.00
HOUSING	10,291.00
UTILITIES	2,767.00
TRAVEL	5,200.00
SOCIAL SECURITY/CASH ALLOWANCE	3,103.00
PENSION PREMIUM	8,027.00
PROGRAM COMMITTEE	1,000.00
DEPLOYMENT EXPENSES	1,000.00
TOTAL	59,822.00
ADMINISTRATION	
ASSISTANT TO BISHOP	
FOR FINANCE & ADMINISTRATION	
SALARY	37,435.00
CASH CONTRIBUTION (IRA)/PENSION	3,369.00
OFFICE STAFF	
SALARIES	57,000.00
PAYROLL TAXES	14,000.00
HEALTH INSURANCE	41,000.00
CASH CONTRIBUTIONS FOR IRA	0.00
PENSION AND BENEFITS	5,000.00
CONTINUING EDUCATION	300.00
DIOCESAN OFFICE	
DIOCESAN LOAN PAYMENT	14,082.00

EXPENDITURES	1993 BUDGETED
OFFICE EXPENSES	
TELEPHONE	13,000.00
POSTAGE & PRINTING	17,000.00
UTILITIES	7,000.00
JANITORIAL SERVICES	3,700.00
YARD SERVICE	1,700.00
COMPUTER EXPENSES	3,500.00
HOUSEKEEPING	5,000.00
PUBLICATION/DUES	1,000.00
OFFICE SUPPLIES	5,000.00
MISCELLANEOUS	1,967.00
MAINTENANCE	5,000.00
ADMINISTRATIVE CONTINGENCY	0.00
GRAHAM CAPITAL IMPROVEMENT	8,500.00
AUDIT EXPENSE	4,500.00
DIOCESAN INSURANCE	8,000.00
TOTAL	257,053.00
TRAVEL AND LODGING	
PROVINCIAL, NATIONAL , AND DIOCESAN MEETINGS	2,700.00
CLERGY/PARISH SUPPORT	
WARDENS' CONFERENCE	1,000.00
NEEDS/GOALS CONFERENCE	1,400.00
MOVING MISSION CLERGY	2,000.00
CLERGY CONFERENCES	4,000.00
LITURGICAL COMMISSION	3,000.00
HEALTH & LIFE INSURANCE	45,360.00
MEDICARE SUPPLEMENT	27,000.00
OTHER	0.00
TOTAL	83,760.00
EXECUTIVE COUNCIL	
MEETINGS EXPENSE	200.00
OVERNIGHT PLANNING CONFERENCE	500.00
TOTAL	700.00
T O T A L EPISCOPATE	**538,534.00**
I. MISSION OUTSIDE THE DIOCESE	**478,208.00**
II. DIOCESAN MINISTRY & PROGRAM	**280,458.00**
III. THE EPISCOPATE & DIOCESAN OFFICE	**538,534.00**
	1,297,200.00

THE EPISCOPAL FOUNDATION OF THE DIOCESE OF EAST CAROLINA, INCORPORATED

DESCRIPTION OF FUNDS

1992

GENERAL FUND

Gifts of various donors. Income is unrestricted and principal may be invaded or used. On June 30, 1986, $58,390.28 of this fund was disbursed in order to help with the costs of the construction of Trinity Camp and Conference Center.

Value 01-01-92	$3,800
Value 12-31-92	$3,868

LOUISE A. ALSTON FUND

Bequest of Dr. Louis W. Alston (1960) to the Trustees of the Diocese. Value when received $793,001.74. Income for theological education, religious work among college students and to supplement salaries of low paid clergy.

Value 01-01-92	$2,261,916
Value 12-31-92	$2,302,621

CURTIS-MURCHISON FUND

Bequest of Fanny Murchison Curtis (1967) and bequest of Jennie Atkinson Murchison (1973) to the Foundation in loving memory of their sister, Lucy Murchison Mallett. Value when received $49,827.54. Income unrestricted. Principal may be invaded or used.

Value 01-01-92	$88,979
Value 12-31-92	$90,580

FANNY M. CURTIS FUND

Value 01-01-92	$28,044.96
Value 12-31-92	$28,549.62

EDWARD M. FORBES FUND

Bequest of The Rev. Edward M. Forbes (1893) to the Trustees of the Diocese. Value when received $54,446.38. Annual income divided as follows: $250 plus 1/4 of excess over $575 to Missionaries within Diocese; $150 plus 1/4 excess over $575 to St. Augustine's College for Scholarship Fund (preferring students for Episcopal ministry); $25 plus 1/4 of excess over $575 to Christ Church, New Bern, for poor Episcopalians in New Bern; and $150 plus 1/4 excess over $575 to Bishop for loans (with advice of Standing Committee) to men studying for Episcopal ministry.

Value 01-01-92	$111,815
Value 12-31-92	$113,827.75

ANNE SHEPARD GRAHAM BUILDING FUND

Bequest of Mrs. Anne Shepard Graham (1969) to the Foundation. Value when received (including additions) $78,343.69. Income for capital improvement of missions, camps, conference centers, schools and other properties owned and operated by the Diocese. Twenty percent of income to be added to principal through 1980.

Value 01-01-92	$138,495
Value 12-31-92	$140,987

SARAH GRAHAM KENAN FUND

Gifts of the Sarah Graham Kenan Foundation (1976) to the Trustees of the Diocese. Value when received $60,647.25. Additions made to date $297,205.32. Income unrestricted. Principal subject to return to Trustees of Diocese on demand. On June 30, 1986, $240,853.95 was disbursed in order to help with the costs of the construction of Trinity Camp and Conference Center. Additions of $55,000 were received annually until 1990.

Value 01-01-92	$348,231
Value 12-31-92	$341,057

MARVIN-GILES-MURCHISON FUND

Gifts of Mrs. Lucile Murchison Marvin (1965) and bequest of Mrs. Marvin (1968) to the Trustees of the Diocese in memory of her mother, Lucy Wright Giles, and her father, David Reid Murchison. Value when received by Trustees $75,030.00. Value when transferred to the Foundation $64,391.40. Principal may be invaded or used after December 5, 1983.

Value 01-01-92	$85,356
Value 12-31-92	$86,893

LUCILE M. MARVIN FUND

Gift of Mrs. Lucile M. Marvin (1962) to the Diocese. Value when received $14,199.50. Two-thirds of income for St. Andrew's, Wrightsville Sound, and one-third for Bishop's Discretionary Fund.

Value 01-01-92	$13,502
Value 12-31-92	13,745

WALTER R. MARVIN FUND

Bequest of Mrs. Lucile Murchison Marvin (1968) to the Trustees of the Diocese in memory of her husband, Walter R. Marvin. Value when received $25,000.00. Principal may be invaded or used after December 5, 1983.

Value 01-01-92	$33,139
Value 12-31-92	$33,736

PRICE-NOE MEMORIAL FUND

Bequest in the Joint will of Thomas P. Noe (1958) and Susan Ann Price Noe (1958) to the Foundation in memory of the Price-Noe Family and named relatives and friends of the testators. Value when received (including additions) $94,744.55. Income for building and rebuilding church buildings in the Diocese, especially in locations where new church work is being carried on, and for training men and women for Christian work. The testators recommended that 10% of income be added to principal each year.

Value 01-01-92	$317,879
Additions	$ 1,228
	$319,107
Value 12-31-92	$324,874

MARY NELSON SMITH FUND

Gift of the family of Mrs. Mary Nelson Smith (1939) in her memory to the Diocese. Value when received (including additions) $10,642.85. Income for theological education.

Value 01-01-92	$23,076
Value 12-31-92	$23,491

BISHOP STRANGE FUND

Gifts from many communicants to the Diocese in memory of The Rt. Rev. Robert Strange, Bishop of East Carolina, who died in 1914. Value when received $4,969.99. Income for missionary work in the Diocese.

Value 01-01-92	$8,323
Value 12-31-92	$8,473

CHARLOTTE I. THOMPSON FUND

Gift of Mrs. Charlotte I. Thompson (1967) to the Foundation. Value when received (including additions) $8,471.52. Income accumulated during life of Mrs. Thompson and thereafter used for expenses of St. Gabriel's, Faison. If St. Gabriel's is closed or no longer operated as a mission or church, income unrestricted.

Value 01-01-92	$21,945
Value 12-31-92	22,340

BISHOP WATSON FUND

Gifts from many communicants to the Diocese in memory of The Rt. Rev. Alfred Augustine Watson, Bishop of East Carolina, who died in 1905. Value when received $19,992.21. Income for the support of the Episcopate.

Value 01-01-92	$18,325
Value 12-31-92	$18,654

ROBERT ARCHER WILLIAMS FUND

Bequest of Mrs. Bessie Sasser Williams (1974) to the Diocese as a memorial for Robert Archer Williams. Value when received $23,048.00. Income for the education of Episcopal ministers. Principal may be invaded or used for the same purpose.

Value 01-01-92	$43,428
Value 12-31-92	$44,210

LEON O. AND NEVA WELLS LASTINGER MEMORIAL FUND

Bequest of Amanda Buck Harding Lastinger (1969) to the Foundation in memory of Leon O. and Neva Wells Lastinger. Income to be used for benefit of Trinity Parish, Chocowinity; if this is impracticable, income to be used for other mission churches in the Diocese with preference being given to mission churches in Beaufort County. Value when received $49,051.09.

Value 01-01-92	$79,169
Value 12-31-92	$80,594

CLERGY FOREIGN TRAVEL FUND

Anonymous gift to be invested with Foundation and income to be disbursed to Clergy of East Carolina for foreign travel upon discretion of Bishop. Received in December 1979 with value when received $40,000.00.

Value 01-01-92	$69,705
Value 12-31-92	$70,959

WILL G. GAITHER FUND

Bequest of Mr. Will G. Gaither of Elizabeth City to Foundation in 1979. Value when received $50,000.00. Income unrestricted.

Value 01-01-92	$86,394
Value 12-31-92	$87,949

WILLIAM AND PHYLLIS WALKER FUND

Bequest of Mrs. Phyllis Walker (1980) to the Diocese for the Bishop's Discretionary Fund. Principal may be invaded or used for this purpose. Value when received $119,898.31.

Value 01-01-92	$112,274
Value 12-31-92	$114,295

WINSLOW MERRICK FUND

Bequest of Wislow Merrick (1976) of 250 shares of General Motors Corporation stock. The principal to be held in trust and income to be paid annually to St. Mark's, Wilmington. The income first to be used to pay pledges to Diocese and second for operation of Church. Stock sold 9-9-82 and $11,853.77 sent to Foundation for investment.

Value 01-01-92	$17,201
Value 12-31-92	$17,511

ACCOUNT 32-59974-00

PERIOD ENDING 03-31-92

WACHOVIA BANK OF NORTH CAROLINA NA
CU EPISCOPAL FDN - DIOCESE OF E CAR
PARTICIPANT FUND ACCOUNTING

****TRIAL REPORT****
****RUN 04-10-92****

PRINCIPAL

PARTICIPATING FUND	UNITS HELD BEGINNING OF PERIOD	BEGINNING INVENTORY	BEGINNING MARKET VALUE	ADDITIONS	WITHDRAWALS	REALIZED GAIN OR LOSS(-)	ENDING UNITS	ENDING INVENTORY	ENDING MARKET VALUE
GENERAL FUND	25.4753	4,300.81	3,800.34	.00	.00	23.05	25.4753	4,323.86	3,697.12
LOUIS W.ALSTON FUND	15162.6901	1,727,873.24	2,261,916.36	.00	.00	13,720.59	15162.6901	1,741,593.83	2,200,495.71
CURTIS-MURCHISON FUND	596.4683	83,553.68	88,979.04	.00	.00	539.74	596.4683	84,093.42	86,562.89
EDWARD FORBES FUND	749.5521	91,221.64	111,815.53	.00	.00	678.26	749.5521	91,899.90	108,779.26
GRAHAM BLDG. FUND	928.3977	142,295.67	138,495.09	.00	.00	840.10	928.3977	143,135.77	134,734.35
SARAH G.KENAN FUND	2334.3574	279,343.63	348,231.16	.00	.00	2,112.34	2334.3574	281,455.97	338,775.20
MARVIN-GILES-MURCHISON FD	572.1876	126,071.81	85,356.93	.00	.00	517.77	572.1876	126,589.58	83,039.11
LUCILE M.MARVIN FUND	90.5136	23,873.23	13,502.48	.00	.00	81.90	90.5136	23,955.13	13,135.85
WALTER R.MARVIN FUND	222.1522	41,982.28	33,139.86	.00	.00	201.02	222.1522	42,183.30	32,240.00
PRICE-NOE MEMORIAL FUND	2130.8941	196,764.96	317,879.21	248.59	.00	1,928.23	2132.6070	198,941.78	309,496.02
MARY N.SMITH FUND	154.6933	23,918.43	23,076.58	.00	.00	139.98	154.6933	24,058.41	22,449.96
BISHOP STRANGE FUND	55.7947	8,336.87	8,323.28	.00	.00	50.49	55.7947	8,387.36	8,097.23
CHARLOTTE THOMPSON FUND	147.1112	21,642.73	21,945.52	.00	.00	133.12	147.1112	21,775.85	21,349.61
BISHOP WATSON FUND	122.8413	33,615.99	18,325.01	.00	.00	111.16	122.8413	33,727.15	17,827.43
R.A.WILLIAMS FUND	291.1220	38,636.20	43,428.53	.00	.00	263.43	291.1220	38,899.63	42,249.28
L.&N.W.LASTINGER MEM.FD.	530.7109	82,296.24	79,169.55	.00	.00	480.24	530.7109	82,776.48	77,019.76
FANNY M CURTIS FUND	187.9984	40,663.03	28,044.96	.00	.00	170.12	187.9984	40,833.15	27,283.39
SMITHSON FUND	2467.6090	425,905.87	368,109.14	.00	.00	2,232.92	2467.6090	428,138.79	358,113.42
CLERGY FOREIGN TRAVEL FUN	467.2680	67,083.44	69,705.40	.00	.00	422.83	467.2680	67,506.27	67,812.58
WILL G GAITHER FUND	579.1420	83,144.64	86,394.33	.00	.00	524.06	579.1420	83,668.70	84,048.39
WM & PHYLLIS WALKER FUND	752.6297	129,875.66	112,274.62	.00	.00	681.05	752.6297	130,556.71	109,225.91
WINSLOW MERRICK FUND	115.3093	19,898.07	17,201.44	.00	.00	104.34	115.3093	20,002.41	16,734.35
FLAGLER FUND	587.3003	116,404.79	87,611.37	.00	.00	531.44	587.3003	116,936.23	85,232.36
ROBINSON CHARITY	464.6695	62,836.46	69,317.73	.00	.00	420.48	464.6695	63,256.94	67,435.46
SAINT ANDREWS	73.1494	9,891.87	10,912.15	.00	.00	66.19	73.1494	9,958.06	10,615.85
CHRIST CHURCH FDN	799.5447	108,121.05	119,273.23	.00	.00	723.50	799.5447	108,844.55	116,034.46
TOTAL	30609.5821	3,989,552.29	4,566,228.84	248.59	.00	27,698.35	30611.2950	4,017,499.23	4,442,484.95
UNIT MARKET VALUE	149.1765						145.1257		

ACCOUNT 32-59974-00

PERIOD ENDING 03-31-92

WACHOVIA BANK OF NORTH CAROLINA NA
CU EPISCOPAL FDN - DIOCESE OF E CAR
PARTICIPANT FUND ACCOUNTING

****TRIAL REPORT****
****RUN 04-10-92****

INCOME

PARTICIPATING FUND	UNITS HELD BEGINNING OF PERIOD	CURRENT NET INCOME	ACCRUED INCOME	TOTAL INCOME	CURRENT PAYMENTS	REINVESTMENT	PRIOR ACCUMULATED INCOME	TOTAL ACCUMULATED INCOME
GENERAL FUND	25.4753	29.72	N/A	29.72	29.72	.00	.00	.00
LOUIS W.ALSTON FUND	15162.6901	17,688.93	N/A	17,688.93	17,688.93	.00	.00	.00
CURTIS-MURCHISON FUND	596.4683	695.85	N/A	695.85	695.85	.00	.00	.00
EDWARD FORBES FUND	749.5521	874.43	N/A	874.43	874.43	.00	.00	.00
GRAHAM BLDG. FUND	928.3977	1,083.08	N/A	1,083.08	1,083.08	.00	.00	.00
SARAH G.KENAN FUND	2334.3574	2,723.28	N/A	2,723.28	2,723.28	.00	.00	.00
MARVIN-GILES-MURCHISON FD.	572.1876	667.52	N/A	667.52	667.52	.00	.00	.00
LUCILE M.MARVIN FUND	90.5136	105.59	N/A	105.59	105.59	.00	.00	.00
WALTER R.MARVIN FUND	222.1522	259.16	N/A	259.16	259.16	.00	.00	.00
PRICE-NOE MEMORIAL FUND	2130.8941	2,485.92	N/A	2,485.92	2,237.33	248.59	.00	.00
MARY N.SMITH FUND	154.6933	180.47	N/A	180.47	180.47	.00	.00	.00
BISHOP STRANGE FUND	55.7947	65.09	N/A	65.09	65.09	.00	.00	.00
CHARLOTTE THOMPSON FUND	147.1112	171.62	N/A	171.62	171.62	.00	.00	.00
BISHOP WATSON FUND	122.8413	143.31	N/A	143.31	143.31	.00	.00	.00
R.A.WILLIAMS FUND	291.1220	339.63	N/A	339.63	339.63	.00	.00	.00
L.&N.W.LASTINGER MEM.FD.	530.7109	619.13	N/A	619.13	619.13	.00	.00	.00
FANNY M CURTIS FUND	187.9984	219.32	N/A	219.32	219.32	.00	.00	.00
SMITHSON FUND	2467.6090	2,878.73	N/A	2,878.73	2,878.73	.00	.00	.00
CLERGY FOREIGN TRAVEL FUND	467.2680	545.12	N/A	545.12	545.12	.00	.00	.00
WILL G GAITHER FUND	579.1420	675.63	N/A	675.63	675.63	.00	.00	.00
WM & PHYLLIS WALKER FUND	752.6297	878.02	N/A	878.02	878.02	.00	.00	.00
WINSLOW MERRICK FUND	115.3093	134.52	N/A	134.52	134.52	.00	.00	.00
FLAGLER FUND	587.3003	685.15	N/A	685.15	685.15	.00	.00	.00
ROBINSON CHARITY	464.6695	542.09	N/A	542.09	542.09	.00	.00	.00
SAINT ANDREWS	73.1494	85.34	N/A	85.34	85.34	.00	.00	.00
CHRIST CHURCH FDN	799.5447	932.76	N/A	932.76	932.76	.00	.00	.00
TOTAL	30609.5821	35,709.41		35,709.41	35,460.82	248.59	.00	.00
UNIT INCOME VALUE	1.1666							

ACCOUNT 32-59974-00

PERIOD ENDING 06-30-92

WACHOVIA BANK OF NORTH CAROLINA NA
CU EPISCOPAL FDN - DIOCESE OF E CAR
PARTICIPANT FUND ACCOUNTING

****RUN 07-27-92****

PRINCIPAL

PARTICIPATING FUND	UNITS HELD BEGINNING OF PERIOD	BEGINNING INVENTORY	BEGINNING MARKET VALUE	ADDITIONS	WITHDRAWALS	REALIZED GAIN OR LOSS(-)	ENDING UNITS	ENDING INVENTORY	ENDING MARKET VALUE
GENERAL FUND	25.4753	4,323.86	3,697.12	.00	.00	74.06	25.4753	4,397.92	3,609.26
LOUIS W.ALSTON FUND	15162.6901	1,741,593.83	2,200,495.71	.00	.00	44,082.40	15162.6901	1,785,676.23	2,148,207.63
CURTIS-MURCHISON FUND	596.4683	84,093.42	86,562.89	.00	.00	1,734.11	596.4683	85,827.53	84,505.98
EDWARD FORBES FUND	749.5521	91,899.90	108,779.26	.00	.00	2,179.17	749.5521	94,079.07	106,194.45
GRAHAM BLDG. FUND	928.3977	143,135.77	134,734.35	.00	.00	2,699.13	928.3977	145,834.90	131,532.80
SARAH G.KENAN FUND	2334.3574	281,455.97	338,775.20	.00	12,539.18	6,786.67	2245.8521	275,703.46	318,186.06
MARVIN-GILES-MURCHISON FD	572.1876	126,589.58	83,039.11	.00	.00	1,663.52	572.1876	128,253.10	81,065.94
LUCILE M.MARVIN FUND	90.5136	23,955.13	13,135.85	.00	.00	263.15	90.5136	24,218.28	12,823.73
WALTER R.MARVIN FUND	222.1522	42,183.30	32,240.00	.00	.00	645.86	222.1522	42,829.16	31,473.92
PRICE-NOE MEMORIAL FUND	2132.6070	198,941.78	309,496.02	398.75	.00	6,200.12	2135.4215	205,540.65	302,540.55
MARY N.SMITH FUND	154.6933	24,058.41	22,449.96	.00	.00	449.74	154.6933	24,508.15	21,916.51
BISHOP STRANGE FUND	55.7947	8,387.36	8,097.23	.00	.00	162.21	55.7947	8,549.57	7,904.84
CHARLOTTE THOMPSON FUND	147.1112	21,775.85	21,349.61	.00	.00	427.70	147.1112	22,203.55	20,842.31
BISHOP WATSON FUND	122.8413	33,727.15	17,827.43	.00	.00	357.14	122.8413	34,084.29	17,403.83
R.A.WILLIAMS FUND	291.1220	38,899.63	42,249.28	.00	.00	846.38	291.1220	39,746.01	41,245.35
L.&N.W.LASTINGER MEM.FD.	530.7109	82,776.48	77,019.76	.00	.00	1,542.93	530.7109	84,319.41	75,189.64
FANNY M CURTIS FUND	187.9984	40,833.15	27,283.39	.00	.00	546.57	187.9984	41,379.72	26,635.11
SMITHSON FUND	2467.6090	428,138.79	358,113.42	.00	.00	7,174.07	2467.6090	435,312.86	349,603.94
CLERGY FOREIGN TRAVEL FUN	467.2680	67,506.27	67,812.58	.00	.00	1,358.49	467.2680	68,864.76	66,201.21
WILL G GAITHER FUND	579.1420	83,668.70	84,048.39	.00	.00	1,683.74	579.1420	85,352.44	82,051.21
WM & PHYLLIS WALKER FUND	752.6297	130,556.71	109,225.91	.00	.00	2,188.12	752.6297	132,744.83	106,630.46
WINSLOW MERRICK FUND	115.3093	20,002.41	16,734.35	.00	.00	335.24	115.3093	20,337.65	16,336.71
FLAGLER FUND	587.3003	116,936.23	85,232.36	.00	.00	1,707.46	587.3003	118,643.69	83,207.05
ROBINSON CHARITY	464.6695	63,256.94	67,435.46	.00	.00	1,350.93	464.6695	64,607.87	65,833.06
SAINT ANDREWS	73.1494	9,958.06	10,615.85	.00	10,363.60	212.67	.0000	.00	.00
CHRIST CHURCH FDN	799.5447	108,844.55	116,034.46	.00	.00	2,324.51	799.5447	111,169.06	113,277.24
ST. TIMOTHY	.0000	.00	.00	30,000.00	.00	.00	211.7489	30,000.00	30,000.00
TOTAL	30611.2950	4,017,499.23	4,442,484.95	30,398.75	22,902.78	88,996.09	30664.2037	4,114,184.16	4,344,418.79
UNIT MARKET VALUE	145.1257						141.6772		

ACCOUNT 32-59974-00

WACHOVIA BANK OF NORTH CAROLINA NA
CU EPISCOPAL FDN - DIOCESE OF E CAR
PARTICIPANT FUND ACCOUNTING

****RUN 07-27-92****

PERIOD ENDING 06-30-92

INCOME

PARTICIPATING FUND	UNITS HELD BEGINNING OF PERIOD	CURRENT NET INCOME	ACCRUED INCOME	TOTAL INCOME	CURRENT PAYMENTS	REINVESTMENT	PRIOR ACCUMULATED INCOME	TOTAL ACCUMULATED INCOME
GENERAL FUND	25.4753	47.63	N/A	47.63	47.63	.00	.00	.00
LOUIS W.ALSTON FUND	15162.6901	28,351.01	N/A	28,351.01	28,351.01	.00	.00	.00
CURTIS-MURCHISON FUND	596.4683	1,115.27	N/A	1,115.27	1,115.27	.00	.00	.00
EDWARD FORBES FUND	749.5521	1,401.50	N/A	1,401.50	1,401.50	.00	.00	.00
GRAHAM BLDG. FUND	928.3977	1,735.91	N/A	1,735.91	1,735.91	.00	.00	.00
SARAH G.KENAN FUND	2334.3574	4,364.75	N/A	4,364.75	4,364.75	.00	.00	.00
MARVIN-GILES-MURCHISON FD.	572.1876	1,069.87	N/A	1,069.87	1,069.87	.00	.00	.00
LUCILE M.MARVIN FUND	90.5136	169.24	N/A	169.24	169.24	.00	.00	.00
WALTER R.MARVIN FUND	222.1522	415.38	N/A	415.38	415.38	.00	.00	.00
PRICE-NOE MEMORIAL FUND	2132.6070	3,987.52	N/A	3,987.52	3,588.77	398.75	.00	.00
MARY N.SMITH FUND	154.6933	289.24	N/A	289.24	289.24	.00	.00	.00
BISHOP STRANGE FUND	55.7947	104.32	N/A	104.32	104.32	.00	.00	.00
CHARLOTTE THOMPSON FUND	147.1112	275.07	N/A	275.07	275.07	.00	.00	.00
BISHOP WATSON FUND	122.8413	229.69	N/A	229.69	229.69	.00	.00	.00
R.A.WILLIAMS FUND	291.1220	544.34	N/A	544.34	544.34	.00	.00	.00
L.&N.W.LASTINGER MEM.FD.	530.7109	992.32	N/A	992.32	992.32	.00	.00	.00
FANNY M CURTIS FUND	187.9984	351.52	N/A	351.52	351.52	.00	.00	.00
SMITHSON FUND	2467.6090	4,613.90	N/A	4,613.90	4,613.90	.00	.00	.00
CLERGY FOREIGN TRAVEL FUND	467.2680	873.69	N/A	873.69	873.69	.00	.00	.00
WILL G GAITHER FUND	579.1420	1,082.87	N/A	1,082.87	1,082.87	.00	.00	.00
WM & PHYLLIS WALKER FUND	752.6297	1,407.26	N/A	1,407.26	1,407.26	.00	.00	.00
WINSLOW MERRICK FUND	115.3093	215.60	N/A	215.60	215.60	.00	.00	.00
FLAGLER FUND	587.3003	1,098.13	N/A	1,098.13	1,098.13	.00	.00	.00
ROBINSON CHARITY	464.6695	868.83	N/A	868.83	868.83	.00	.00	.00
SAINT ANDREWS	73.1494	136.77	N/A	136.77	136.77	.00	.00	.00
CHRIST CHURCH FDN	799.5447	1,494.98	N/A	1,494.98	1,494.98	.00	.00	.00
ST. TIMOTHY	.0000	.00	N/A	.00	.00	.00	.00	.00
TOTAL	30611.2950	57,236.61		57,236.61	56,837.86	398.75	.00	.00
UNIT INCOME VALUE	1.8698							

ACCOUNT 32-59974-00

PERIOD ENDING 09-30-92

WACHOVIA BANK OF NORTH CAROLINA NA
CU EPISCOPAL FDN - DIOCESE OF E CAR
PARTICIPANT FUND ACCOUNTING

PRINCIPAL

PARTICIPATING FUND	UNITS HELD BEGINNING OF PERIOD	BEGINNING INVENTORY	BEGINNING MARKET VALUE	ADDITIONS	WITHDRAWALS	REALIZED GAIN OR LOSS(-)	ENDING UNITS	ENDING INVENTORY	ENDING MARKET VALUE
GENERAL FUND	25.4753	4,397.92	3,609.26	.00	.00	42.56-	25.4753	4,355.36	3,720.22
LOUIS W.ALSTON FUND	15162.6901	1,785,676.23	2,148,207.63	.00	.00	25,333.96-	15162.6901	1,760,342.27	2,214,247.58
CURTIS-MURCHISON FUND	596.4683	85,827.53	84,505.98	.00	.00	996.58-	596.4683	84,830.95	87,103.85
EDWARD FORBES FUND	749.5521	94,079.07	106,194.45	.00	.00	1,252.36-	749.5521	92,826.71	109,459.06
GRAHAM BLDG. FUND	928.3977	145,834.90	131,532.80	.00	.00	1,551.17-	928.3977	144,283.73	135,576.34
SARAH G.KENAN FUND	2245.8521	275,703.46	318,186.06	.00	.00	3,752.38-	2245.8521	271,951.08	327,967.71
MARVIN-GILES-MURCHISON FD	572.1876	128,253.10	81,065.94	.00	.00	956.01-	572.1876	127,297.09	83,558.07
LUCILE M.MARVIN FUND	90.5136	24,218.28	12,823.73	.00	.00	151.23-	90.5136	24,067.05	13,217.94
WALTER R.MARVIN FUND	222.1522	42,829.16	31,473.92	.00	.00	371.17-	222.1522	42,457.99	32,441.47
PRICE-NOE MEMORIAL FUND	2135.4215	205,540.65	302,540.55	153.76	.00	3,567.87-	2136.4744	202,126.54	311,994.98
MARY N.SMITH FUND	154.6933	24,508.15	21,916.51	.00	.00	258.46-	154.6933	24,249.69	22,590.25
BISHOP STRANGE FUND	55.7947	8,549.57	7,904.84	.00	.00	93.22-	55.7947	8,456.35	8,147.87
CHARLOTTE THOMPSON FUND	147.1112	22,203.55	20,842.31	.00	.00	245.79-	147.1112	21,957.76	21,483.02
BISHOP WATSON FUND	122.8413	34,084.29	17,403.83	.00	.00	205.24-	122.8413	33,879.05	17,938.86
R.A.WILLIAMS FUND	291.1220	39,746.01	41,245.35	.00	.00	486.41-	291.1220	39,259.60	42,513.33
L.&N.W.LASTINGER MEM.FD.	530.7109	84,319.41	75,189.64	.00	.00	886.71-	530.7109	83,432.70	77,501.09
FANNY M CURTIS FUND	187.9984	41,379.72	26,635.11	.00	.00	314.11-	187.9984	41,065.61	27,453.89
SMITHSON FUND	2467.6090	435,312.86	349,603.94	.00	.00	4,122.89-	2467.6090	431,189.97	360,351.46
CLERGY FOREIGN TRAVEL FUN	467.2680	68,864.76	66,201.21	.00	.00	780.71-	467.2680	68,084.05	68,236.37
WILL G GAITHER FUND	579.1420	85,352.44	82,051.21	.00	.00	967.63-	579.1420	84,384.81	84,573.63
WM & PHYLLIS WALKER FUND	752.6297	132,744.83	106,630.46	.00	.00	1,257.50-	752.6297	131,487.33	109,908.49
WINSLOW MERRICK FUND	115.3093	20,337.65	16,336.71	.00	.00	192.66-	115.3093	20,144.99	16,838.91
FLAGLER FUND	587.3003	118,643.69	83,207.05	.00	.00	981.26-	587.3003	117,662.43	85,765.02
ROBINSON CHARITY	464.6695	64,607.87	65,833.06	.00	.00	776.37-	464.6695	63,831.50	67,856.90
CHRIST CHURCH FDN	799.5447	111,169.06	113,277.24	.00	.00	1,335.88-	799.5447	109,833.18	116,759.60
ST. TIMOTHY	211.7489	30,000.00	30,000.00	.00	.00	353.79-	211.7489	29,646.21	30,922.23
WAVERLY BROADWELL	.0000	.00	.00	151,315.01	.00	.00	1036.1726	151,315.01	151,315.01
TOTAL	30664.2037	4,114,184.16	4,344,418.79	151,468.77	.00	51,233.92-	31701.4292	4,214,419.01	4,629,443.15
UNIT MARKET VALUE	141.6772						146.0326		

ACCOUNT 32-59974-00

PERIOD ENDING 09-30-92

WACHOVIA BANK OF NORTH CAROLINA NA
CU EPISCOPAL FDN - DIOCESE OF E CAR
PARTICIPANT FUND ACCOUNTING

INCOME

PARTICIPATING FUND	UNITS HELD BEGINNING OF PERIOD	CURRENT NET INCOME	ACCRUED INCOME	TOTAL INCOME	CURRENT PAYMENTS	REINVESTMENT	PRIOR ACCUMULATED INCOME	TOTAL ACCUMULATED INCOME
GENERAL FUND	25.4753	18.34	N/A	18.34	18.34	.00	.00	.00
LOUIS W.ALSTON FUND	15162.6901	10,917.57	N/A	10,917.57	10,917.57	.00	.00	.00
CURTIS-MURCHISON FUND	596.4683	429.47	N/A	429.47	429.47	.00	.00	.00
EDWARD FORBES FUND	749.5521	539.70	N/A	539.70	539.70	.00	.00	.00
GRAHAM BLDG. FUND	928.3977	668.47	N/A	668.47	668.47	.00	.00	.00
SARAH G.KENAN FUND	2245.8521	1,617.07	N/A	1,617.07	1,617.07	.00	.00	.00
MARVIN-GILES-MURCHISON FD.	572.1876	411.99	N/A	411.99	411.99	.00	.00	.00
LUCILE M.MARVIN FUND	90.5136	65.17	N/A	65.17	65.17	.00	.00	.00
WALTER R.MARVIN FUND	222.1522	159.96	N/A	159.96	159.96	.00	.00	.00
PRICE-NOE MEMORIAL FUND	2135.4215	1,537.56	N/A	1,537.56	1,383.80	153.76	.00	.00
MARY N.SMITH FUND	154.6933	111.38	N/A	111.38	111.38	.00	.00	.00
BISHOP STRANGE FUND	55.7947	40.17	N/A	40.17	40.17	.00	.00	.00
CHARLOTTE THOMPSON FUND	147.1112	105.92	N/A	105.92	105.92	.00	.00	.00
BISHOP WATSON FUND	122.8413	88.45	N/A	88.45	88.45	.00	.00	.00
R.A.WILLIAMS FUND	291.1220	209.62	N/A	209.62	209.62	.00	.00	.00
L.&N.W.LASTINGER MEM.FD.	530.7109	382.13	N/A	382.13	382.13	.00	.00	.00
FANNY M CURTIS FUND	187.9984	135.36	N/A	135.36	135.36	.00	.00	.00
SMITHSON FUND	2467.6090	1,776.74	N/A	1,776.74	1,776.74	.00	.00	.00
CLERGY FOREIGN TRAVEL FUND	467.2680	336.45	N/A	336.45	336.45	.00	.00	.00
WILL G GAITHER FUND	579.1420	417.00	N/A	417.00	417.00	.00	.00	.00
WM & PHYLLIS WALKER FUND	752.6297	541.91	N/A	541.91	541.91	.00	.00	.00
WINSLOW MERRICK FUND	115.3093	83.03	N/A	83.03	83.03	.00	.00	.00
FLAGLER FUND	587.3003	422.87	N/A	422.87	422.87	.00	.00	.00
ROBINSON CHARITY	464.6695	334.57	N/A	334.57	334.57	.00	.00	.00
CHRIST CHURCH FDN	799.5447	575.69	N/A	575.69	575.69	.00	.00	.00
ST. TIMOTHY	211.7489	152.46	N/A	152.46	152.46	.00	.00	.00
WAVERLY BROADWELL	.0000	.00	N/A	.00	.00	.00	.00	.00
TOTAL	30664.2037	22,079.05		22,079.05		153.76	.00	.00
UNIT INCOME VALUE	.7200							

CU EPISCOPAL FDN - DIOCESE OF E CAR

PERIOD ENDING 12-31-92 PARTICIPANT FUND ACCOUNTING

PRINCIPAL

PARTICIPATING FUND	UNITS HELD BEGINNING OF PERIOD	BEGINNING INVENTORY	BEGINNING MARKET VALUE	ADDITIONS	WITHDRAWALS	REALIZED GAIN OR LOSS(-)	ENDING UNITS	ENDING INVENTORY	ENDING MARKET VALUE
GENERAL FUND	25.4753	4,355.36	3,720.12	.00	.00	3.36-	25.4753	4,352.00	3,868.71
LOUIS W.ALSTON FUND	15162.6901	1,760,342.27	2,214,247.58	.00	.00	2,002.30-	15162.6901	1,758,339.97	2,302,621.78
CURTIS-MURCHISON FUND	596.4683	84,830.95	87,103.85	.00	.00	78.77-	596.4683	84,752.18	90,580.28
EDWARD FORBES FUND	749.5521	92,826.71	109,459.06	.00	.00	98.98-	749.5521	92,727.73	113,827.75
GRAHAM BLDG. FUND	928.3977	144,283.73	135,576.34	.00	.00	122.60-	928.3977	144,161.13	140,987.43
SARAH G.KENAN FUND	2245.8521	271,951.08	327,967.71	.00	.00	296.58-	2245.8521	271,654.50	341,057.38
MARVIN-GILES-MURCHISON FD	572.1876	127,297.09	83,558.07	.00	.00	75.56-	572.1876	127,221.53	86,893.01
LUCILE M.MARVIN FUND	90.5136	24,067.05	13,217.94	.00	.00	11.95-	90.5136	24,055.10	13,745.49
WALTER R.MARVIN FUND	222.1522	42,457.99	32,441.47	.00	.00	29.34-	222.1522	42,428.65	33,736.24
PRICE-NOE MEMORIAL FUND	2136.4744	202,126.54	311,994.98	427.44	.00	282.13-	2139.2891	202,271.85	324,874.64
MARY N.SMITH FUND	154.6933	24,249.69	22,590.25	.00	.00	20.43-	154.6933	24,229.26	23,491.87
BISHOP STRANGE FUND	55.7947	8,456.35	8,147.87	.00	.00	7.37-	55.7947	8,448.98	8,473.02
CHARLOTTE THOMPSON FUND	147.1112	21,957.76	21,483.02	.00	.00	19.43-	147.1112	21,938.33	22,340.45
BISHOP WATSON FUND	122.8413	33,879.05	17,938.86	.00	.00	16.22-	122.8413	33,862.83	18,654.81
R.A.WILLIAMS FUND	291.1220	39,259.60	42,513.33	.00	.00	38.44-	291.1220	39,221.16	44,210.08
L.&N.W.LASTINGER MEM.FD.	530.7109	83,432.70	77,501.09	.00	.00	70.08-	530.7109	83,362.62	80,594.28
FANNY M CURTIS FUND	187.9984	41,065.61	27,453.89	.00	.00	24.83-	187.9984	41,040.78	28,549.62
SMITHSON FUND	2467.6090	431,189.97	360,351.46	.00	.00	325.86-	2467.6090	430,864.11	374,733.64
CLERGY FOREIGN TRAVEL FUN	467.2680	68,084.05	68,236.37	.00	.00	61.71-	467.2680	68,022.34	70,959.77
WILL G GAITHER FUND	579.1420	84,384.81	84,573.63	.00	.00	76.48-	579.1420	84,308.33	87,949.08
WM & PHYLLIS WALKER FUND	752.6297	131,487.33	109,908.49	.00	.00	99.39-	752.6297	131,387.94	114,295.11
WINSLOW MERRICK FUND	115.3093	20,144.99	16,838.91	.00	.00	15.23-	115.3093	20,129.76	17,511.01
FLAGLER FUND	587.3003	117,662.43	85,765.02	.00	.00	77.56-	587.3003	117,584.87	89,188.03
ROBINSON CHARITY	464.6695	63,831.50	67,856.90	.00	.00	61.36-	464.6695	63,770.14	70,565.16
CHRIST CHURCH FDN	799.5447	109,833.18	116,759.60	3,000.00	.00	105.58-	819.2996	112,727.60	124,419.67
ST. TIMOTHY	211.7489	29,646.21	30,922.23	.00	.00	27.96-	211.7489	29,618.25	32,156.39
WAVERLY BROADWELL	1036.1726	151,315.01	151,315.01	.00	.00	136.83-	1036.1726	151,178.18	157,354.25
TOTAL	31701.4292	4,214,419.01	4,629,443.05	3,427.44	.00	4,186.33-	31723.9988	4,213,660.12	4,817,638.95
UNIT MARKET VALUE	146.0326						151.8610		

CU EPISCOPAL FDN - DIOCESE OF E CAR

PERIOD ENDING 12-31-92 PARTICIPANT FUND ACCOUNTING

INCOME

PARTICIPATING FUND	UNITS HELD BEGINNING OF PERIOD	CURRENT NET INCOME	ACCRUED INCOME	TOTAL INCOME	CURRENT PAYMENTS	REINVESTMENT	PRIOR ACCUMULATED INCOME	TOTAL ACCUMULATED INCOME
GENERAL FUND	25.4753	50.97	N/A	50.97	50.97	.00	.00	.00
LOUIS W.ALSTON FUND	15162.6901	30,335.80	N/A	30,335.80	30,335.80	.00	.00	.00
CURTIS-MURCHISON FUND	596.4683	1,193.35	N/A	1,193.35	1,193.35	.00	.00	.00
EDWARD FORBES FUND	749.5521	1,499.62	N/A	1,499.62	1,499.62	.00	.00	.00
GRAHAM BLDG. FUND	928.3977	1,857.43	N/A	1,857.43	1,857.43	.00	.00	.00
SARAH G.KENAN FUND	2245.8521	4,493.25	N/A	4,493.25	4,493.25	.00	.00	.00
MARVIN-GILES-MURCHISON FD.	572.1876	1,144.77	N/A	1,144.77	1,144.77	.00	.00	.00
LUCILE M.MARVIN FUND	90.5136	181.09	N/A	181.09	181.09	.00	.00	.00
WALTER R.MARVIN FUND	222.1522	444.46	N/A	444.46	444.46	.00	.00	.00
PRICE-NOE MEMORIAL FUND	2136.4744	4,274.42	N/A	4,274.42	3,846.98	427.44	.00	.00
MARY N.SMITH FUND	154.6933	309.49	N/A	309.49	309.49	.00	.00	.00
BISHOP STRANGE FUND	55.7947	111.63	N/A	111.63	111.63	.00	.00	.00
CHARLOTTE THOMPSON FUND	147.1112	294.32	N/A	294.32	294.32	.00	.00	.00
BISHOP WATSON FUND	122.8413	245.77	N/A	245.77	245.77	.00	.00	.00
R.A.WILLIAMS FUND	291.1220	582.44	N/A	582.44	582.44	.00	.00	.00
L.&N.W.LASTINGER MEM.FD.	530.7109	1,061.79	N/A	1,061.79	1,061.79	.00	.00	.00
FANNY M CURTIS FUND	187.9984	376.13	N/A	376.13	376.13	.00	.00	.00
SMITHSON FUND	2467.6090	4,936.92	N/A	4,936.92	4,936.92	.00	.00	.00
CLERGY FOREIGN TRAVEL FUND	467.2680	934.86	N/A	934.86	934.86	.00	.00	.00
WILL G GAITHER FUND	579.1420	1,158.68	N/A	1,158.68	1,158.68	.00	.00	.00
WM & PHYLLIS WALKER FUND	752.6297	1,505.78	N/A	1,505.78	1,505.78	.00	.00	.00
WINSLOW MERRICK FUND	115.3093	230.70	N/A	230.70	230.70	.00	.00	.00
FLAGLER FUND	587.3003	1,175.00	N/A	1,175.00	1,175.00	.00	.00	.00
ROBINSON CHARITY	464.6695	929.66	N/A	929.66	929.66	.00	.00	.00
CHRIST CHURCH FDN	799.5447	1,599.64	N/A	1,599.64	1,599.64	.00	.00	.00
ST. TIMOTHY	211.7489	423.64	N/A	423.64	423.64	.00	.00	.00
WAVERLY BROADWELL	1036.1726	2,073.06	N/A	2,073.06	2,073.06	.00	.00	.00
TOTAL	31701.4292	63,424.67		63,424.67	62,997.23	427.44	.00	.00
UNIT INCOME VALUE	2.0007							

VITAL STATISTICS DATA YEAR 92	BAPTIZED MEMBERS PRIOR DEC. 31	BAPTIZED MEMBERS DEC. 31	COMMU-NICANTS	CONFIRMED COMM. IN GD STNDNG	BAPTISMS ADULTS	BAPTISMS CHILD.	CONFIRMATIONS ADULTS	CONFIRMATIONS CHILD.	CONFIRMATIONS REC'D.	SERVICES OF HOLY COMMUNION SUNDAYS	SERVICES OF HOLY COMMUNION WKDAYS	SERVICES OF HOLY COMMUNION PRIVATE	MAR-RIAGES	BURI-ALS	OTHER SERV.	AVERAGE ATTEND. 4 KEY SUNDAYS	PUPILS CHURCH SCHOOL	PUPILS DAY SCHOOL
Ahoskie, St Thomas	170	171	159	131	0	1	0	0	0	98	11	25	1	0	0	99	33	0
Aurora, Holy Cross	51	51	17	15	0	2	0	0	0	41	3	10	1	2	14	15	1	0
Bath, St Thomas	76	99	59	59	0	2	5	0	0	55	7	6	4	1	4	79	20	0
Beaufort, St Paul	467	494	335	335	0	3	7	1	0	102	49	6	5	17	14	213	67	0
Belhaven, St James	31	32	35	34	0	0	2	0	0	60	3	28	0	3	9	27	D	0
Belhaven, St Mary	27	25	25	25	1	3	5	1	0	50	2	18	0	0	50	20	10	0
Burgaw, St Mary	66	66	57	57	0	0	0	0	0	39	3	18	0	0	14	38	3	0
Chocowinity, Trinity	96	111	111	84	1	2	1	0	0	47	12	0	2	2	10	70	23	0
Clinton, St Paul	124	131	118	96	3	3	1	1	1	100	59	9	0	5	262	76	36	0
Columbia, St Andrew	30	28	33	33	0	0	1	0	0	23	2	9	0	1	24	13	0	0
Creswell, Christ	16	15	17	17	0	0	0	1	0	16	5	0	0	1	16	15	9	0
Creswell, Galilee	11	11	10	8	0	0	0	0	0	12	0	0	0	0	13	6	9	0
Edenton, St John	37	37	34	34	0	0	0	0	0	17	1	1	0	0	32	26	2	0
Edenton, St Paul	313	321	294	294	0	12	5	5	2	100	68	14	3	7	6	171	79	0
Elizabeth City, Christ	370	370	27	290	0	6	4	3	0	108	15	9	4	8	22	192	52	0
Elizabethtown, St Christopher	69	82	46	28	2	5	3	0	2	46	15	0	2	0	2	42	13	0
Engelhard, St George	58	51	58	50	0	0	0	3	0	47	4	15	1	1	1	33	25	0
* Fairfield, All Saints	11	11	8	16	0	0	0	0	0	22	1	0	0	0	22	6	0	0
Farmville, Emmanuel	98	99	69	62	1	0	0	0	0	47	4	2	0	0	28	68	27	0

DIOCESE OF East Carolina, Page: 1

* Indicates incomplete or obsolete data.

VITAL STATISTICS DATA YEAR 92	BAPTIZED MEMBERS PRIOR DEC. 31	BAPTIZED MEMBERS DEC. 31	COMMU-NICANTS	CONFIRMED COMM. IN GD STNDNG	BAPTISMS ADULTS	BAPTISMS CHILD.	CONFIRMATIONS ADULTS	CONFIRMATIONS CHILD.	CONFIRMATIONS REC'D.	SERVICES OF HOLY COMMUNION SUNDAYS	SERVICES OF HOLY COMMUNION WKDAYS	SERVICES OF HOLY COMMUNION PRIVATE	MAR-RIAGES	BURI-ALS	OTHER SERV.	AVERAGE ATTEND. 4 KEY SUNDAYS	PUPILS CHURCH SCHOOL	PUPILS DAY SCHOOL
Fayetteville, Good Shepherd	44	42	26	22	0	0	0	0	0	33	1	2	0	1	1	36	24	0
Fayettevilla, Holy Trinity	646	763	608	575	1	18	9	8	1	137	60	15	5	4	14	280	166	88
Fayetteville, St John	828	850	664	665	1	7	6	7	3	105	151	43	2	10	188	354	110	0
Fayetteville, St Joseph	130	136	118	118	0	2	0	3	0	51	53	32	3	3	16	95	11	0
Fayatteville, St Paul	261	282	138	107	0	7	0	0	0	71	31	2	1	4	18	87	37	0
Gatesville, St Mary	49	53	33	33	0	1	0	0	0	28	2	4	0	3	31	34	22	0
Goldsboro, St Andraw	40	42	38	38	0	2	0	0	0	21	5	0	0	0	31	23	7	0
Goldsboro, St Francis	246	281	50	171	1	8	6	1	1	84	38	38	1	2	7	114	30	0
Goldsboro, St Stephen	456	433	359	280	0	7	5	1	0	105	65	58	6	8	39	163	27	0
Greenville, St Paul	767	757	0	0	3	17	11	10	0	135	217	35	8	9	31	267	106	85
Greanville, St Timothy	382	409	220	241	3	12	11	23	0	145	25	13	3	3	20	197	124	110
Grifton, St John & St Mark	80	81	72	72	0	0	0	0	0	50	4	40	2	2	24	48	11	0
Hampstead, Holy Trinity	89	82	91	91	1	5	2	0	0	50	5	24	0	3	0	71	20	0
Havelock, St Christopher	283	296	161	109	6	5	6	0	2	104	36	6	6	0	10	130	33	0
Hertford, Holy Trinity	92	94	89	89	0	4	0	0	0	98	4	6	0	9	21	57	0	0
Holly Ridge, St. Philip's	0	58	30	33	1	0	0	0	0	27	3	1	0	1	26	34	0	0
Hope Mills, Christ	197	208	150	128	1	4	2	1	0	96	17	5	1	4	108	100	45	0
Jacksonville, St Anne	1,004	1,001	320	320	2	20	0	0	0	100	67	42	3	5	17	237	106	142
Kinston, Holy Innocents	117	121	11D	110	0	4	0	0	0	45	3	0	0	0	8	58	10	0

DIOCESE DF East Carolina, Page: 2

* Indicates incompleta or obsolete data.

VITAL STATISTICS DATA YEAR 92	BAPTIZED MEMBERS PRIOR DEC. 31	BAPTIZED MEMBERS DEC. 31	COMMU-NICANTS	CONFIRMED COMM. IN GD STNDNG	BAPTISMS ADULTS	BAPTISMS CHILD.	CONFIRMATIONS ADULTS	CONFIRMATIONS CHILD.	CONFIRMATIONS REC'D.	SERVICES OF HOLY COMMUNION SUNDAYS	SERVICES OF HOLY COMMUNION WKDAYS	SERVICES OF HOLY COMMUNION PRIVATE	MAR-RIAGES	BURI-ALS	OTHER SERV.	AVERAGE ATTEND. 4 KEY SUNDAYS	PUPILS CHURCH SCHOOL	PUPILS DAY SCHOOL
Kinston, St Augustine	14	16	56	40	0	1	0	0	0	46	5	2	0	2	7	40	8	0
Kinston, St Mary	604	554	554	460	1	9	3	5	0	105	108	84	8	6	290	237	135	0
Lumberton, Trinity	246	239	171	171	0	0	0	0	0	92	27	1	2	2	10	100	32	0
Morehead City, St Andrew	669	659	510	510	1	9	17	0	0	167	78	64	2	6	75	448	101	0
Nags Haad, St Andrew	465	411	363	331	1	13	5	9	0	167	66	55	6	11	32	375	90	27
New Bern, Christ	1,276	1,263	997	921	1	17	3	3	3	102	62	124	7	12	19	525	64	0
New Bern, St Cyprian	63	64	60	63	0	4	2	3	0	22	4	0	0	2	38	55	23	0
* Northwest, All Souls	59	59	31	31	0	0	0	0	0	36	3	0	0	0	0	21	9	0
Oriental, St Thomas	137	163	172	89	0	4	2	3	1	104	16	6	3	2	0	96	27	0
Plymouth, Grace	123	119	128	128	1	2	2	6	1	98	45	26	0	2	0	62	14	0
Riegelwood, All Soul's Church	0	30	27	29	0	0	0	0	0	39	9	3	2	0	36	26	7	0
Roper, St Luke & St Anne	37	37	41	29	0	1	2	0	0	26	4	5	0	1	19	24	6	0
Roxobel, St Mark	24	24	14	14	0	0	0	2	0	8	1	0	0	1	0	0	0	0
Scranton, St John	13	13	13	13	0	0	1	0	0	24	1	0	1	1	26	17	0	0
Shallotte, St James	147	155	143	143	0	3	7	0	4	104	56	2	2	1	12	135	20	0
Southport, St Philip	223	249	199	163	0	7	2	4	0	83	15	1	7	5	54	153	58	0
Sunbury, St Peter	32	33	39	31	0	1	0	0	0	32	4	2	0	1	23	25	19	0
Swansboro, St Peter	188	182	170	182	0	3	9	2	1	104	11	193	4	3	5	152	20	0
* Thomas Landing, St Philip	30	30	33	33	0	0	1	0	1	23	2	3	0	0	30	41	0	0

DIOCESE OF East Carolina, Page: 3

* Indicates incomplete or obsolete data.

VITAL STATISTICS DATA YEAR 92	BAPTIZED MEMBERS PRIOR DEC. 31	BAPTIZED MEMBERS DEC. 31	COMMU-NICANTS	CONFIRMED COMM. IN GD STNDNG	BAPTISMS ADULTS	BAPTISMS CHILD.	CONFIRMATIONS ADULTS	CONFIRMATIONS CHILD.	CONFIRMATIONS REC'D.	SERVICES OF HOLY COMMUNION SUNDAYS	SERVICES OF HOLY COMMUNION WKDAYS	SERVICES OF HOLY COMMUNION PRIVATE	MAR-RIAGES	BURI-ALS	OTHER SERV.	AVERAGE ATTEND. 4 KEY SUNDAYS	PUPILS CHURCH SCHOOL	PUPILS DAY SCHOOL
Trenton, Grace	21	21	13	4	0	0	0	0	0	42	16	0	0	0	0	10	0	0
Vanceboro, St Paul	55	62	56	56	1	3	0	0	0	50	4	62	0	1	23	45	4	0
* Washington, St Paul	60	60	0	55	0	0	0	0	0	39	4	13	0	2	67	29	9	0
Washington, St Peter	496	478	640	655	0	9	4	9	3	104	104	73	6	13	17	306	61	41
Washington, Zion	84	89	76	61	0	0	0	0	0	41	7	0	2	0	39	35	3	0
Whiteville, Grace	76	77	100	50	1	2	3	3	0	98	55	32	0	2	63	77	20	0
Williamston, Advent	153	153	158	138	2	1	6	0	0	30	36	2	0	4	26	71	27	0
Wilmington, Good Shepherd	195	207	203	116	1	6	3	0	1	105	15	10	3	4	15	138	30	0
Wilmington, Servant	193	209	193	156	2	5	0	0	0	68	9	22	4	0	31	125	55	0
Wilmington, St Andrew	464	531	478	360	8	19	17	2	2	2	1	0	19	5	0	250	94	0
Wilmington, St James	1,251	1,344	1,305	1,090	1	28	18	13	1	99	75	13	22	18	56	581	283	104
Wilmington, St John	956	819	687	460	0	16	7	1	0	139	136	15	14	14	12	265	62	0
Wilmington, St Mark	193	193	205	205	0	6	0	3	0	51	16	123	0	8	0	110	47	0
Wilmington, St Paul	387	473	350	292	0	10	17	6	1	104	73	30	7	2	14	289	82	0
Windsor, St Thomas	186	182	125	109	0	0	0	6	1	51	12	16	0	2	13	61	46	0
Woodville, Grace	27	27	18	16	0	0	0	0	0	7	2	0	0	0	39	24	7	0
GRAND TOTAL:	16,979	17,419	13,117	12,074	49	341	223	149	32	4,927	2,133	1,518	185	252	2,244	8,571	2,761	597

* Indicates incomplete or obsolete data.

FINANCIAL STATISTICS DATA YEAR 92	PLEDGING UNITS	PLEDGED FOR NEXT YEAR	REVENUES: PLATE AND PLEDGE	TOTAL OPERATING REVENUES	TOTAL NON-OPERATING REVENUES	TOTAL REVENUES	EXPENDITURES: OPERATING EXPENSES	TOTAL WORK WITHIN CONG.	TO DIOC. & GEN. CHURCH	OUTREACH	TOTAL WORK OUTSIDE CONG.	TOTAL EXP., OPERATING ACCOUNTS	NET DISPOSABLE BUDGET INCOME
Ahoskie, St Thomas	54	85,094	95,352	101,484	68,301	169,T85	T2,564	283,097	18,000	4,502	23,898	306,995	101,484
Aurora, Holy Cross	18	6,475	5,746	15,138	0	15,138	17,390	17,390	0	0	0	17,390	15,138
Bath, St Thomas	20	72,904	79,550	93,591	9,938	103,529	57,198	57,198	14,640	15,042	32,536	89,T34	93,591
Beaufort, St Paul	182	167,091	136,300	147,000	0	147,000	116,883	116,883	29,875	2,513	32,388	149,271	14T,000
Belhavan, St James	13	26,960	26,010	30,T08	0	30,T08	25,856	25,856	5,011	1,000	6,341	32,19T	30,T08
Belhavan, St Mary	10	11,000	9,645	9,645	0	9,645	0	0	1,200	1,000	2,700	2,700	9,645
Burgaw, St Mary	22	21,840	21,536	23,T70	12,215	35,985	16,754	25,9T4	2,500	2,450	9,442	35,416	23,770
Chocowinity, Trinity	29	31,500	39,894	52,495	3,615	56,110	41,T00	45,829	3,200	2,000	5,200	51,029	52,495
Clinton, St Paul	48	65,302	68,209	72,661	8,562	81,223	60,377	68,396	4,500	2,146	7,459	T5,855	72,661
Columbia, St Andraw	11	11,962	10,850	11,992	964	12,956	7,010	8,469	1,608	1,057	2,T53	11,222	11,992
Creswall, Christ	3	4,700	7,603	15,743	0	15,743	12,018	12,018	1,000	T37	2,371	14,389	15,743
Creswall, Galilae	0	0	4,102	4,102	193	4,295	2,944	2,944	340	0	533	3,477	4,102
Edenton, St John	16	11,656	13,347	14,491	460	14,951	10,075	10,0T5	2,000	200	2,200	12,275	14,491
Edanton, St Paul	118	187,810	188,317	207,056	0	207,056	166,843	174,628	29,150	5,183	36,033	210,661	207,056
Elizabeth City, Christ	163	165,697	148,424	170,T59	72,362	243,121	200,072	200,072	26,600	6,515	43,032	243,104	1T0,T59
Elizabethtown, St Christophar	19	47,980	47,953	57,953	7,756	65,709	52,138	52,138	4,100	4,320	8,420	60,558	47,953
Engelhard, St George	14	14,386	14,112	20,186	0	20,186	18,522	18,926	3,384	1,101	4,485	23,411	20,186
* Fairfield, All Saints	0	0	2,575	2,575	0	2,575	1,880	1,880	200	0	200	2,080	2,575
Farmvilla, Emmanuel	30	38,532	46,211	66,816	520	67,336	52,665	64,865	5,100	167	5,676	70,541	66,816

DIOCESE OF East Carolina, Page: 1

* Indicates incomplete or obsolete data.

FINANCIAL STATISTICS DATA YEAR 92	PLEDGING UNITS	PLEDGED FOR NEXT YEAR	REVENUES: PLATE AND PLEDGE	REVENUES: TOTAL OPERATING REVENUES	REVENUES: TOTAL NON-OPERATING REVENUES	REVENUES: TOTAL REVENUES	EXPENDITURES: OPERATING EXPENSES	EXPENDITURES: TOTAL WORK WITHIN CONG.	EXPENDITURES: TO DIOC. & GEN. CHURCH	EXPENDITURES: OUTREACH	EXPENDITURES: TOTAL WORK OUTSIDE CONG.	EXPENDITURES: TOTAL EXP., OPERATING ACCOUNTS	NET DISPOSABLE BUDGET INCOME
Feyetteville, Good Shepherd	6	3,820	13,062	17,189	0	17,189	10,774	10,774	1,536	2,678	4,214	14,988	17,189
Fayetteville, Holy Trinity	160	224,141	230,705	263,298	122,707	386,005	172,250	331,926	43,089	16,977	65,565	397,491	263,298
Feyetteville, St John	243	289,050	339,630	404,757	158,608	563,365	319,506	395,684	63,905	107,901	177,377	573,061	348,872
Fayetteville, St Joseph	55	65,232	66,254	69,142	5,217	74,359	0	64,186	6,000	0	7,045	71,231	69,142
Fayetteville, St Paul	36	63,786	71,070	77,669	44,378	122,047	81,506	81,506	6,204	2,224	8,544	90,050	71,999
Gatesville, St Mary	0	0	18,866	27,570	116	27,686	22,535	22,535	3,075	257	3,373	25,908	23,570
Goldsboro, St Andrew	21	17,075	15,638	18,728	4,327	23,055	19,279	21,339	1,520	585	3,592	24,931	18,728
Goldsboro, St Francis	0	0	96,443	130,043	1,000	131,043	90,024	90,024	16,275	1,165	26,339	116,363	105,869
Goldsboro, St Stephen	173	202,703	188,654	196,426	23,564	219,990	164,211	164,211	29,000	2,165	31,645	195,856	196,426
Greenville, St Peul	214	264,666	284,258	311,358	56,136	367,494	273,801	273,801	64,190	19,439	89,920	363,721	311,358
Greenville, St Timothy	120	158,812	182,468	218,296	78,095	296,391	173,054	173,054	20,700	3,787	24,487	197,541	218,296
Grifton, St John & St Mark	23	19,284	26,044	26,044	0	26,044	16,869	16,869	3,100	1,283	4,383	21,252	26,044
Hampstead, Holy Trinity	51	45,424	50,475	67,386	67,707	135,093	62,449	79,338	5,638	1,325	8,406	87,744	53,136
Hevelock, St Christopher	52	59,172	54,223	58,601	1,398	59,999	55,027	55,682	2,400	0	2,951	58,633	58,601
Hertford, Holy Trinity	39	42,876	43,083	71,974	16,257	88,231	62,555	62,555	4,500	400	11,022	73,577	71,974
Holly Ridge, St. Philip's	0	0	10,522	10,849	0	10,849	8,033	8,033	850	2,664	3,514	11,547	10,849
Hope Mills, Christ	35	40,000	53,072	68,931	35,639	104,570	68,000	68,000	5,276	750	18,616	86,616	68,931
Jecksonville, St Anne	173	165,929	173,154	187,762	40,158	227,920	165,535	168,462	30,114	6,956	45,139	213,601	187,762
Kinston, Holy Innocents	48	37,414	36,986	44,716	950	45,666	42,588	42,588	4,240	0	4,467	47,055	44,716

DIOCESE OF Eest Caroline, Page: 2

* Indicetes incomplete or obsolete dete.

FINANCIAL STATISTICS DATA YEAR 92	PLEDGING UNITS	PLEDGED FOR NEXT YEAR	REVENUES: PLATE AND PLEDGE	REVENUES: TOTAL OPERATING REVENUES	REVENUES: TOTAL NON-OPERATING REVENUES	REVENUES: TOTAL REVENUES	EXPENDITURES: OPERATING EXPENSES	EXPENDITURES: TOTAL WORK WITHIN CONG.	EXPENDITURES: TO DIOC. & GEN. CHURCH	EXPENDITURES: OUTREACH	EXPENDITURES: TOTAL WORK OUTSIDE CONG.	EXPENDITURES: TOTAL EXP., OPERATING ACCOUNTS	NET DISPOSABLE BUDGET INCOME
Kinston, St Augustine	19	25,110	30,082	31,884	0	31,884	31,476	31,476	2,110	0	2,110	33,586	31,884
Kinston, St Mery	214	290,000	283,662	312,774	29,006	341,780	254,844	254,844	54,410	2,001	63,692	318,536	312,774
Lumberton, Trinity	83	120,201	107,827	118,461	5,981	124,442	86,650	89,379	21,700	1,435	23,323	112,702	118,461
Moreheed City, St Andrew	188	217,922	270,148	306,948	133,307	440,255	326,908	339,488	54,000	23,633	112,445	451,933	306,948
Nags Head, St Andrew	221	176,550	202,943	211,145	16,471	227,616	163,711	166,201	31,500	4,160	43,359	209,560	211,145
New Bern, Christ	400	519,000	475,127	484,847	17,977	502,824	278,386	286,365	108,000	46,730	168,072	454,437	484,847
New Bern, St Cyprien	0	0	25,488	40,879	0	40,879	35,861	35,861	4,700	1,100	5,800	41,661	40,879
* Northwest, All Souls	13	16,956	14,150	14,400	199	14,599	11,927	11,927	1,600	500	2,354	14,281	14,400
Orientel, St Thomes	49	60,000	61,702	71,306	0	71,306	65,967	205,967	5,600	2,100	7,700	213,667	71,306
Plymouth, Grece	0	0	40,977	44,732	10,374	55,106	43,129	58,209	2,500	0	2,500	60,709	44,732
Riegelwood, All Soul's Church	0	13,592	15,336	15,978	10,191	26,169	12,776	24,967	750	0	1,869	26,836	15,978
Roper, St Luke & St Anne	15	13,682	14,657	18,183	650	18,833	10,506	20,506	2,040	80	2,770	23,276	18,183
Roxobel, St Merk	8	4,150	4,252	5,086	182	5,268	6,504	6,504	400	643	1,350	7,854	5,086
Screnton, St John	0	0	2,350	4,050	0	4,050	2,608	5,208	200	0	200	5,408	2,350
Shellotte, St James	61	62,000	63,063	71,639	125,570	197,209	64,511	292,019	6,000	1,525	7,790	299,809	63,339
Southport, St Philip	94	101,194	94,917	104,190	36,249	140,439	83,934	110,251	6,360	5,975	12,979	123,230	104,190
Sunbury, St Peter	7	9,118	8,212	9,165	217	9,382	9,568	9,568	1,500	834	2,366	11,934	9,165
Swansboro, St Peter	73	63,700	57,809	74,384	1,768	76,152	74,731	74,731	4,240	1,500	6,712	81,443	74,384
* Thomes Landing, St Philip	0	0	9,661	10,333	0	10,333	7,822	7,822	825	1,907	2,732	10,554	10,333

DIOCESE OF East Cerolina, Page: 3

* Indicetes incomplete or obsolete data.

FINANCIAL STATISTICS DATA YEAR 92	PLEDGING UNITS	PLEDGED FOR NEXT YEAR	REVENUES: PLATE AND PLEDGE	REVENUES: TOTAL OPERATING REVENUES	REVENUES: TOTAL NON-OPERATING REVENUES	REVENUES: TOTAL REVENUES	EXPENDITURES: OPERATING EXPENSES	EXPENDITURES: TOTAL WORK WITHIN CONG.	EXPENDITURES: TO DIOC. & GEN. CHURCH	EXPENDITURES: OUTREACH	EXPENDITURES: TOTAL WORK OUTSIDE CONG.	EXPENDITURES: TOTAL EXP., OPERATING ACCOUNTS	NET DISPOSABLE BUDGET INCOME
Trenton, Graca	0	0	16,970	17,419	22,672	40,091	8,044	8,044	500	30	906	8,950	17,419
Vanceboro, St Paul	0	0	23,417	29,540	0	29,540	15,263	15,883	1,430	1,279	2,709	18,592	29,540
* Washington, St Paul	31	7,550	12,328	12,328	0	12,328	11,902	20,548	0	249	249	20,797	12,328
Washington, St Pater	225	249,385	260,272	281,699	29,313	311,012	207,343	233,304	50,553	2,675	53,228	286,532	279,317
Washington, Zion	15	16,300	20,984	34,258	5,782	40,040	36,666	36,666	1,800	1,178	3,460	40,126	34,258
Whitevilla, Grace	31	49,304	59,145	62,305	1,361	63,666	62,861	62,861	5,512	1,973	8,211	71,072	62,305
Williamston, Advent	0	0	100,344	102,100	11,386	113,486	83,620	83,620	18,580	1,450	25,256	108,876	102,100
Wilmington, Good Shepherd	50	50,000	61,727	103,530	0	103,530	80,795	80,795	5,500	0	5,975	86,770	91,030
Wilmington, Servant	64	77,489	65,357	75,684	32,594	108,278	69,481	77,784	1,700	589	4,199	81,983	75,684
Wilmington, St Andraw	0	0	192,628	205,643	63,912	269,555	193,163	193,163	18,000	4,358	24,570	217,733	205,643
Wilmington, St Jamas	389	350,000	375,840	424,064	199,210	623,274	348,346	361,953	69,000	5,500	87,500	449,453	424,064
Wilmington, St John	165	212,956	226,776	343,642	23,262	366,904	229,234	229,234	72,962	102	93,417	322,651	343,642
Wilmington, St Mark	55	41,250	47,411	48,411	800	49,211	45,335	45,335	2,700	0	2,700	48,035	48,411
Wilmington, St Paul	149	151,604	128,739	156,250	41,931	198,181	189,197	259,615	14,650	14,638	34,677	294,292	156,180
Windsor, St Thomas	39	57,764	74,533	74,948	1,705	76,653	65,161	65,161	9,450	800	10,916	76,077	74,948
Woodvilla, Grace	10	8,900	10,333	12,441	0	12,441	5,768	5,768	2,800	630	5,076	10,844	12,441
GRAND TOTAL:	4,887	5,635,950	6,379,510	7,323,550	1,663,213	8,986,763	5,964,883	7,128,232	1,047,592	350,063	1,599,438	8,727,670	7,184,619

* Indicates incomplete or obsolete data.

Constitution and Canons

Constitution

ARTICLE I
Territorial Limits

This Diocese as established by the Sixty-seventh Convention of the Diocese of North Carolina, in May, 1883, at Charlotte, embracing all that portion of the territory of the State of North Carolina, which includes the counties of Hertford, Bertie, Martin, Pitt, Greene, Wayne, Sampson, Cumberland, Hoke and Robeson, and all the counties lying between these counties and the Atlantic Ocean, shall be known as the Diocese of East Carolina.

ARTICLE II
Accession to Constitution of Protestant Episcopal Church in the United States of America

The Church in this Diocese accedes to the Constitution and Canons of that branch of the Holy Catholic Church known as the Protestant Episcopal Church in the United States of America, and recognizes the authority of the General Convention thereof.

ARTICLE III
Time and Place of Meeting of Annual Convention

Section 1. There shall be an Annual Convention to meet within the Diocese at such time and place as may be determined by the next preceding Convention, or in the event of no such determination, at such time and place as may be agreed upon by the Bishop and Standing Committee, or appointed by the Standing Committee, in case of the disability of the Bishop, or a vacancy in his office.

Section 2. But the time or place of such meeting may be changed or Special Conventions may be called by the Bishop and Standing Committee or by the Standing Committee in case of disability or vacancy as provided in the preceding section, subject nevertheless to such Canonical provisions as may hereafter be made; provided that no Special Convention shall be called without at least thirty days notice, which notice shall be mailed by the Secretary of the Convention at least twenty days before the meeting of such Special Convention to each Clergyman entitled to a seat in the Convention, and to each Clerk of such Parish as has no Rector in charge, and to the Clerk of each Mission that has no missionary in charge, and shall specify the business and purpose for which said Special Convention is to be held; and no other business shall be proposed or acted upon except by a concurrent vote of two-thirds of both orders present, voting by orders.

Section 3. Election shall be held by the several Vestries, or at the option of each Vestry, by the congregation, for delegates to special Conventions; but in the event of the failure to elect such delegates, those who were elected to the preceding Annual Convention - subject to the provisions of Article IV, Sections 3 and 4 of this Constitution-shall hold over.

ARTICLE IV
Personnel of Convention

Section 1. The Convention shall be composed of the two Orders - Clerical and Lay. The Bishop of the Diocese, or in his absence, the Bishop in charge as representing the Episcopal Authority shall, if present, preside at all meetings of the Conventions.

The Bishop Coadjuter and the Bishop -Suffragan, if there be such, shall be entitled to seats and votes in the Convention, and if there be none such present, the Convention shall elect its presiding officer.

Section 2. Every Clergyman of the Church having been Canonically connected with and resident within the Diocese for three months next preceding any meeting of the Convention, including such portion of the time as he may have been a candidate for Orders, shall be entitled to a seat and vote in the Convention except in the election of a Bishop, in which case such connection and residence must have been for six months to entitle him to vote; provided, that the restriction as above in regards to residence shall not apply to professors, tutors or students in any institution of learning maintained in whole or in part by this Church, or to the clerical officers or agents of the Executive Council of the Episcopal Church or to Chaplains in the Armed Forces: provided further that any Clergyman who has been Canonically connected with the Diocese for at least three years and who has not been in attendance at one of the last three Annual Conventions shall have seat and voice, but no vote, at any meeting of the Convention.

Section 3. (a) Each church within the Diocese, whether a parish or mission, shall be entitled to be represented to be represented by lay delegates according to the number of its confirmed communicants in good standing of sixteen years of age or older, as follows: from 10 to 50 such communicants, 1 lay delegate; from 51 to 100 such communicants, 2 lay delegates; from 101 to 300 such communicants, 3 lay delegates; from 301 to 500 such communicants, 4 lay delegates; over 500 such communicants, 5 lay delegates. The number of confirmed communicants in good standing of sixteen years of age or older shall be determined from each church's parochial report as of December 31st preceding the annual Convention. Each church's delegates shall be chosen by the Vestry, or at the option of the Vestry, by election by the congregation, from the confirmed communicants in good standing of sixteen years of age or older of the church.

(b) Any Parish or Mission within the Diocese, which has been acknowledged by the Bishop as the sponsoring parish or mission of a College or University Student Fellowship, shall be entitled to be represented by one additional student lay delegate. The student delegate shall be chosen by the Vestry by the sponsoring parish, or at the option of the Vestry, by election of the Student Fellowship.

Section 4. Each church shall be entitled to select one alternate lay delegate for each of its lay delegates, such alternate delegates to be chosen in the same manner as the delegates.

Section 5. (a) It shall be lawful for the Convention to exclude or suspend from Lay representation any Parish or Mission neglecting or refusing to appoint delegates to the Convention for two successive years, or neglecting or refusing to comply with any lawful requirement of the

Convention; providing, that a vote of a majority of all the clergy present in the Convention, and two-thirds of the lay delegates present in the Convention shall be required for such exclusion or suspension.

(b) Any Parish or Mission which fails to keep or cause the keeping of the records or to file or cause the filing of the reports required by the canonical provisions shall be denied any representation at the next Annual Convention and each one thereafter until such records are brought current and such reports are filed. However, if good cause is shown in the opinion of the Convention delegates, the Parish or Mission may be relieved of the penalty prescribed by this paragraph by a vote in favor of such relief by two-thirds of the delegates voting on the question. If a vote by orders is called for, relief of the penalty must carry by two-thirds of the votes cast in each order.

Section 6. If any Parish or Mission shall neglect or decline to appoint Lay Delegates, or shall have been excluded or suspended from the right of doing so by the Convention, or if any or all those appointed shall not be present, such Parish or Mission shall nevertheless be bound by the acts of the Convention.

Section 7. In a vote by Orders and Parishes in any session of the Convention, no delegation from any church shall have a vote if such church has not been represented in at least one of the last three, consecutive, regular annual meetings of the Convention.

ARTICLE V
Powers of Convention

Section 1. The Convention shall be sole judge of the election and qualification of its own members. It shall have power to adopt Rules of Order for its own government, elect officers and raise funds; and shall have such other legislative powers as may be necessary and proper for the well-being of the Diocese.

Section 2. The Convention shall have no power to pass any Canon infringing the Episcopal Authority, but may adopt resolutions of advice or inquiry or institute any proceedings deemed necessary for the purpose of impeachment of the Bishop.

ARTICLE VI
Quorum

To constitute a quorum for the purpose of ordinary business the presence of a majority of all clergy entitled to seat and vote (exclusive of non-parochial clergy) and of a majority of the lay delegates entitled to representation in the Convention shall be necessary. Any less number shall be competent to receive reports and to adjourn.

ARTICLE VII
When to Vote by Orders
When to Vote by Orders and Parishes
When to Vote by Delegates

Section 1. Upon any question before the Convention when it may be required by any one clerical or lay member, the two Orders shall vote separately. If a vote by Orders is required, each clerical member shall be entitled to one vote and each lay member to one vote and concurrence of

majorities of both Orders shall be necessary to a decision. If a vote by Orders and Parishes is required, each clerical member shall be entitled to one vote; the delegation from each church with five lay delegates shall be entitled to one vote, the delegation from each church with four lay delegates shall be entitled to four-fifths vote, the delegation from each church with three lay delegates shall be entitled to three-fifths vote, the delegation from each church with two delegates shall be entitled to two-fifths vote, the delegation from each church with one lay delegate shall be entitled to one-fifth vote; and a concurrence of majority of both Orders shall be necessary to a decision. When no such division is called for, each member of the Convention shall be entitled to one vote.

Section 2. All elections shall be by ballot unless otherwise unanimously ordered.

ARTICLE VIII
Officers of Convention

Section 1. The Convention shall annually elect a Secretary, a Treasurer, a Chancellor and a Historiographer.

Section 2. Should there at any time be no such election, then the officers last before elected shall hold over until such election shall be had.

Section 3. Should the office of Secretary, Treasurer, Chancellor or Historiographer become vacant at any time preceding the annual election, the Ecclesiastical Authority shall power to fill the vacancy till such time as election shall be held.

ARTICLE IX
Standing Committee

Section 1. The Standing Committee shall consist of three clergymen of the Diocese and three lay persons, confirmed communicants in good standing of sixteen years or older and residents of the Diocese. The members of the Standing Committee shall be elected by the Convention for three year terms, with one clergyman and one lay person elected annually; provided that the number elected and the terms may be varied initially to produce such staggered terms. No member who has served on the Committee shall be eligible for re-election, or appointment to fill a vacancy, until one year after the expiration of his term. The Committee shall elect its President and Secretary annually and shall have power to fill, until the next Annual Convention, any vacancy that may occur on the Committee.

Section 2. In case of the absence or inability of the Bishop, the duties assigned to him by this Constitution shall be performed by the Bishop-Coadjutor (if there be one), in so far as it is not inconsistent with the Constitution and Canons of the General Convention.

Section 3. Where there is no Bishop the Standing Committee shall be the Ecclesiastical Authority of the Diocese, and, as such, may invite the temporary services of other Bishops, and, for due cause, may change the time or place of the annual meetings of the Convention, and they may also summon special Conventions, and shall do so upon the call of one-third of the Clergy of the Diocese, or of one third of the Parishes in union with the Convention, as appearing upon the lists of the Journal last before published. And although there be a Bishop, the Standing Committee shall have

power to call Special Conventions for the purpose of proceedings relative to his impeachment, and shall do so upon a similar requisition by the Clergy or Laity.

ARTICLE X
Organization of Missionary Congregations

Section 1. Any ten or more confirmed communicants in good standing of sixteen years of age or older may organize themselves into a Mission, and be received into union with the Convention, by taking such steps as may provided for by Canon.

Section 2. The Bishop of the Diocese may, with the written consent of the Rector of any Parish (a copy of which shall be filed with the Historiographer of the Diocese), establish, within the limits of such Parish, Missionary Congregations, whose Ministers shall be independent of the Rector and responsible to the Ecclesiastical Authority only; provided, that with the advice and consent of the Standing Committee, the Bishop shall have power to establish such independent Missionary Congregations without the consent of the Rector.

ARTICLE XI
Authority of Rectors

Section 1. Any Presbyter regularly called to the charge of a Parish and entering thereupon shall, during the time of such charge, be held to be the Rector of said Parish.

Section 2. The Rector is recognized as having, by virtue of his office, the exclusive regulation, under his Canonical superiors, of all spiritual concerns of the Parish; as being entitled at all times to have access to the Church building and to open the same for services or instruction of this Church as he may deem proper; to call meetings of the Vestry of congregation, when present to preside at the same, and in case of a tie to give the deciding vote.

ARTICLE XII
Canons for Trial of Clergymen

The Convention shall pass Canons for the trial of Clergymen.

ARTICLE XIII
Rule of Voting for Election of a Bishop, Bishop Coadjutor, or Bishop Suffragan

In the election of a Bishop, or Bishop Coadjutor, or a Bishop Suffragan, the Convention shall vote by ballot and by Orders and Parishes, as described in Article VII, Section 1, and the concurrence of a majority of all the clergy entitled to seats in the Convention and a majority of the lay delegates voting by parishes (churches) shall be necessary to an election. All clergymen who have been retired on account of age or disability and all non-parochial clergy are entitled to a seat and, if otherwise entitled thereto, to a vote in the Diocesan Convention, but their absence at any Convention shall not be counted in determining a constitutional majority.

ARTICLE XIV
Rules of Voting in Parochial and Mission Elections

In all Parochial and Missions Elections, those entitled to vote therein shall meet the following qualifications.:

1. Be Confirmed.
2. Be sixteen (16) years of age or older.
3. Be a communicant in good standing of the Parish or Mission.
4. Shall have subscribed the following declaration, to wit:

   We the undersigned, to hereby consent to be governed by the Constitution and Canons of the Church, as set forth in the General Convention, and by the Constitution and Canons of the Church in this Diocese.

ARTICLE XV
Method of Amending Canons

No new Canon shall be passed, nor shall any existing Canon be amended, upon the day upon which said new Canon or amendment may be proposed, without unanimous consent. Nor, without a similar consent shall the question upon the passage of such Canon or amendment be finally put without previous reference to a committee.

ARTICLE XVI
Method of Amending the Constitution

Any proposition to alter this Constitution shall be made in writing, and if approved by a majority of the Convention, shall be submitted to the next Convention; and if then approved by a majority of each of the two Orders present, voting by Orders and Parishes as described in Article VII, it shall become a part of this Constitution.

ARTICLE XVII
When Amendments Become Effective

All Constitutional amendments shall take effect from and after the adjournment of the Convention at which they shall have been ratified, unless it shall be otherwise ordered by a vote by Orders.

CANONS of the DIOCESE OF EAST CAROLINA

TITLE I. Convention of the Diocese; Diocesan Officers and Representatives.

CANON 1
Members of Convention

Section 1. *Clergy.* It shall be the duty of the Secretary, before the opening of the Annual Convention to apply to the Ecclesiastical Authority for a correct list of the Clergy entitled to seats. Such list shall be prima facie evidence of said title, and from it the Secretary shall prepare the roll for the purpose of organization.

Section 2. *Laity.* The Clerk of the Vestry of each Parish and the Clerk of each Mission electing Lay Delegates to the Convention shall furnish three certificates of said election. One shall be handed to the Delegates elect, one shall be forwarded to the Secretary of the Convention, and one to the Convention Registrar, the latter two to be mailed at least six weeks before the time appointed for the opening session of the Convention. From these certificates the Secretary shall prepare a list of Lay delegates to ascertain the presense of a quorum, and shall insert no name upon the list without evidence of one of said certificates, unless specifically directed by the Convention. Defective or doubtful certificates shall be laid aside to be acted upon after the Convention shall have been organized.

Section 2.1 *Communicant.* Wherever the word communicant appears in these canons, such word is hereby defined to mean "a confirmed communicant in good standing of sixteen years of age or over."

Section 3. *Ex-Officio Members.* The Trustees of the Diocese, the members of the Standing Committee, the members of the Executive Council, the Directors of the Episcopal Foundation of the Diocese of East Carolina, Incorporated, the members of committees and commissions elected by the Convention, the Secretary, Treasurer, Chancellor, and Historiographer shall be ex-officio members of the Convention, but without the right to vote unless otherwise entitled to vote in the Convention by reason of status other than that enumerated in this section.

Section 4. The following committees shall be included in the committees of the

Convention:

(a) The Committee on Canons shall consist of three members of the clergy and three lay persons, appointed by the Bishop at the annual Convention.

(b) The Committee on Relations to and Communications from the General Convention shall consist of the elected clerical and lay deputies to the General Convention and such other persons, not exceeding four, as may be appointed by the Bishop at the annual Convention; the clerical deputy elected by the largest number of votes shall chair the committee.

(c) The Diocesan Convention Committee shall consist of three members of the clergy and four lay persons, appointed by the Bishop. The Secretary of the Convention and the Chairman of the Liturgical Commission shall be ex-officio members of the committee. The committee shall make recommendations with regard to the dates and places of annual and special Conventions, shall make proper arrangements for each meeting, shall set registration fees and other charges, shall prepare and submit annually to the Finance Department a budget for expenses of the Convention and for publication of the Diocesan Journal, shall keep records of receipts, disbursements and proceedings, and shall perform such other duties as may be assigned by the Convention or by the Bishop.

(d) The Committee on the Bishop's Address shall consist of two members of the clergy and three lay persons, appointed by the Bishop. The committee shall consider the Bishop's Annual Address and shall report to the Convention as the committee deems appropriate.

Section 5. *Expenses of Delegates.* Each clerical and lay delegate to an annual or special Diocesan Convention, actually attending the same, shall be entitled to have the necessary expenses incurred by such attendance paid by the parish or mission which he or she represents; provided, that the amount in each case shall not exceed such limits as may be fixed by the vestry of such parish or mission.

CANON 2
Worship at Convention

The Holy Eucharist shall be celebrated on the first day of each annual or special convention of the Diocese, and any other services of worship may be held at the discretion of the Ecclesiastical Authority.

CANON 3
Rules of Order

The Convention shall adopt rules of order, which shall continue in force until altered, and in the absence of such action, its proceedings shall be governed by the latest edition of "Robert's Rules of Order, Revised Edition."

CANON 4
Secretary

Section 1. The Secretary shall issue notices of all meetings of the Convention under direction of the Ecclesiastical Authority; shall prepare the Canonical list of the Clergy and Lay Delegates entitled to seats therein; in the Absence of both the Bishop and the President of the Standing Committee, shall call the Convention to order for the purpose of organization; shall keep a record of its proceedings, under its direction, in a suitable book to be kept for that purpose; and shall be admitted to a seat in the Convention and to participation in its deliberations, without the right of voting, unless otherwise entitled to vote in the Convention by reason other than holding the office of Secretary.

Section 2. The Secretary shall prepare and issue the Journals as may from time to time be directed by the Convention, and shall preserve thirty copies of the same for the use of the members of the next succeeding Convention, together with such other papers in his or her keeping as may be required for reference. The Secretary shall also prepare a complete list of the parishes and missions entitled to representation and shall publish such list in the Journal.

Section 3. The Secretary is hereby authorized upon voucher approved by the Chair, or other designated member of the Department of Administration to draw upon the Treasurer for the amount of expenses necessarily incurred from time to time, in discharging the duties prescribed by this Canon.

Section 4. The Secretary of each Parish or Mission is directed to transmit to the Secretary of the Diocese, as soon as practical after the election of delegates to each annual Convention of the Diocese, a list showing the names of the delegates and alternates to said Convention from his or her Parish or Mission.

CANON 5
Treasurer

Section 1. The Treasurer shall have custody of all funds, monies and securities belonging to the Diocese, except trust funds vested in the Trustees of the Diocese and trust funds held by the Episcopal Foundation of the Diocese of East Carolina, Incorporated. For purposes of the preceding sentence trust funds vested in the Trustees of the Diocese shall include funds, monies and securities (and reinvestments thereof) given or bequeathed to the Diocese or the Trustees, or transferred to the Trustees, (a) in trust on specific terms stated in an agreement or will, or (b) with restrictions or designations as to use of principal or income and under conditions which require holding the funds, monies and securities for longer than twelve months. The Treasurer under direction of the Convention, shall receive, manage, invest, disburse and transfer the funds, monies and securities in his or her custody, and shall keep and return an account thereof to the Executive Council for incorporation in its report to the Convention, a reasonable time prior to each annual meeting of the Convention. Said report shall include a complete list of all securities belonging to the Diocese (other than securities vested in the Trustees of the Diocese). The Treasurer shall give bond for the faithful discharge of duties of the office in such sum as the Executive Council shall from time to time designate, such bond to be approved by and deposited with the Trustees of the Diocese. The Treasurer shall be admitted to a seat in the Convention and to participation in its deliberations, without the right of voting, unless otherwise entitled to vote in the Convention by reason other than holding the office of Treasurer.

Section 2. The Treasurer is authorized, with the approval of the Executive Council, to transfer funds and monies belonging to the Diocese to The Episcopal Foundation of The Diocese of East Carolina, Incorporated, to be held temporarily or for a specified or indefinite time, to be managed and invested by the Foundation and to be returned to the Treasurer in accordance with his instructions.

CANON 6
Chancellor

Section 1. The Chancellor, who shall be a member of the legal profession, and a communicant of the Church in this Diocese, shall be elected upon nomination by the Bishop. The Chancellor shall be the legal advisor of the Bishop, of the

Standing Committee, of the Executive Council and of the Trustees of the Diocese and counsel in all suits of law that may arise in the administration of the affairs of the Diocese, and shall be admitted to a seat in the Convention and to participation in its deliberations, without the right of voting, unless otherwise entitled to vote in the Convention by reason other than holding the office of Chancellor.

Section 2. If the Chancellor dies, resigns or becomes incapacitated, a successor shall be appointed by the Bishop to serve until the next Annual Convention.

CANON 7
Historiographer

Section 1. The duty of the Historiographer shall be to receive and safely keep all books, documents and manuscripts belonging to the Diocese not required to be kept by any other persons or officer; to collect and preserve such materials as can be obtained relative to the history of the Diocese and of particular Parishes; and to catalogue and classify all books, documents and papers, so as to make their contents accessible for reference.

Section 2. The Historiographer shall annually report in writing to the Convention, showing with such detail as may be expedient, the condition of the materials in the possession of the Diocese, and the additions made to them from time to time, with such suggestions as may be proper. The Historiographer shall be admitted to a seat in the Convention, and to participation in its deliberations without the right of voting, unless otherwise entitled to vote in the Convention by reason other than holding the office of Historiographer.

CANON 8
The Executive Council

Section 1. The Executive Council, as hereinafter constituted, shall administer and carry on the missionary, educational and social work of the Church in this Diocese, of which work the Bishop shall be the executive head.

Section 2. The Executive Council shall exercise all the powers of the Diocesan Convention between the meetings thereof, in connection with the unification, development and prosecution of the work of missions, church extension, religious education, Christian social service and the Church Pension Fund and

all Diocesan Institutions; for the performance of such work as may be committed to it by the Diocesan Convention, and for the initiation and development of such new work between said meetings as it may deem necessary, subject however, to the provisions of the Constitution and Canons, and other directions of the Diocesan Convention.

Section 3. The Executive Council shall be composed of the following members:

(a) the Bishop, and the Bishop Coadjutor or the Bishop Suffragan, if there be either;

(b) the President of the Standing Committee, the Secretary, the Treasurer, and the Chancellor, all of whom shall be ex officio members, with voice but no right of voting;

(c) twenty-six members, nominated and elected as follows:

(i) six "at large" members, three of whom shall be clergy and three of whom shall be lay persons who are confirmed communicants in good standing of any congregation in the diocese and are 16 years of age or older, nominated by any delegate to Convention under such guidelines as may be published by the Secretary from time to time and elected by Convention as set forth herein; and

(ii) twenty members representing the Deaneries of the Diocese, two clergy and two lay persons who are confirmed communicants in good standing from each said Deanery, nominated by the Deanery Council of each Deanery under guidelines published by the Secretary from time to time and elected by Convention annually as set forth herein.

Section 4. The members of the Executive Council shall be elected by vote of Convention for two year terms; provided that at the 1994 annual Convention of the Diocese, one half of the lay members and one half of the clergy members shall be elected to one year terms, such members to be designated at the time of their nomination as candidates to a one year term of office. A member who has served two consecutive years on the Executive Council shall not be eligible for re-election, or for appointment to fill a vacancy, until one year after the expiration of his or her term. The Executive Council shall have power to fill any vacancy in the Council that may occur through death or resignation of any member, provided that the person elected to fill an unexpired term shall meet the classifications for membership of the person whose vacancy is being filled.

Appointments to fill any such vacancy shall expire at the close of the next annual Convention following appointment. Any person appointed to fill a vacancy who is eligible for election but is not elected to the Executive Council at the next following Annual Convention may not be appointed to fill any subsequent vacancy for a period of one year following such Convention.

Section 5. The Bishop shall chair the Executive Council. The Council may elect one of its own members, whether clerical or lay, as Vice Chair and prescribe the duties of the office. The Secretary of the Convention shall be the Secretary of the Executive Council.

Section 6. The Executive Council shall provide for a Department of Administration and shall have power, from time to time, to organize such other departments and committees as it may deem necessary or advisable to carry out its responsibilities, and it shall determine the scope of the work of all departments and committees. The standing departments of the Diocese shall be the following, unless changed by the Executive Council: the Department of Communications; the Department of Congregations and Development; the Department of Diocesan Missionary Outreach; the Department of Christian Formation; the Department of Administration; and the Department of Youth and Camps. The Bishop shall appoint the chair and members of each department or committee of the Diocese. Each department or committee shall make a report, at least annually, to the Bishop and the Executive Council. The Executive Council may enact all necessary by-laws for its own government, and for the government of each department and committee, subject to the provisions of the Canons of the Diocese and any resolutions adopted by the Convention of the Diocese.

Section 7. The Executive Council shall submit to each annual meeting of the Diocesan Convention a report of the work done under its supervision for the preceding year, which report shall include the annual report of the Treasurer. The Executive Council shall also at each annual meeting of the Diocesan Convention submit for its approval and adoption a budget for all the work committed to the Council, including the general work of the Church in the Diocese, and such other work as it has undertaken, or proposed to undertake for the ensuing year. The following, among other items, shall be included in budgeted income: pledges of Parishes and Missions for the support of the Diocese, including pledges from prior years, any budget surplus from the preceding year, and unrestricted income from trust funds, investments, permanent or unappropriated funds and reserves and unrestricted income from

The Episcopal Foundation of The Diocese of East Carolina, Incorporated. Provision maybe made in said budget for the necessary and reasonable expenses of the officers and members of the Executive Council. Such budget and estimate shall be considered by the Diocesan Convention and appropriate action taken. The Executive Council shall have power to make or delegate to others the making of all decisions with regard to the acceptance, receipt, use, management, investment, disbursement and transfer of unbudgeted receipts and gifts or bequests of money, securities or property received by the Diocese or any officials or agencies thereof (except gifts or bequests to the Bishop's Discretionary Fund and restricted funds of the Episcopal Foundation of The Diocese of East Carolina, Incorporated), subject, however, to the provisions of any will, agreement, restriction or designation governing such gifts or bequests and subject to action of the Diocesan Convention.

Section 8. The Executive Council shall meet with the Bishop at such stated times as it, with the Bishop's concurrence shall appoint, at least twice a year, and at such other times as the Bishop shall convene it. Fourteen voting members of the Executive Council, including at least seven in the Clerical Order and six in the Lay Order, with the Bishop or Vice-Chair, shall constitute a quorum; the Vice-Chair, if a voting member, shall be counted as a member in determining a quorum. A meeting shall be called by the Bishop, or if there is no Bishop in the Diocese, by the Vice-Chair, at any time upon written request of at least five members of the Executive Council. Ten days' notice of such meeting shall be given by the Secretary.

Section 9. All salaries, other than that of the Bishop, and those fixed by the Diocesan Convention, shall be fixed by the Executive Council.

Section 10. With the exceptions hereinafter noted, all departments, committees, commissions and boards of the Diocese shall be responsible to and shall report annually to the Bishop and Executive Council. The exceptions are: the Standing Committee; the Committee on Canons; the Committee on Relationship to and Communications from the General Convention; the Trustees of the Diocese; the Committee on Parishes and Missions; the Church Pension Fund Committee; any committee appointed by the Bishop which is directly responsible and to report only to the Bishop; and any committee appointed or elected by Convention or under its authority which is directed to be responsible and report only to the Convention or to report in a manner inconsistent with this Section 10. The Executive Council shall be the sole custodians of all existing committee records and reports.

Section 11. No committee, commission or department shall be created by the Bishop or by the Executive Council or by the Convention of the Diocese without, at the time of its creation, such committee, commission or department being denominated a "standing" committee, commission or department of the Diocese, or if not, there being a fixed period of duration or a specified task to be performed by the committee, commission or department, at the expiration or conclusion of which the committee, commission or department shall cease to exist without further action by the Bishop, the Executive Council or the Convention of the Diocese.

Section 12. The Bishop may appoint members of the clergy and lay persons of the Diocese, not exceeding eighteen in number, as members of a Consulting Committee. Members of the committee shall serve for one year. The may attend meetings of the Executive Council at the invitation of the Bishop and may participate in its deliberations but shall have no right of voting unless otherwise entitled to vote on the Executive Council by reason of status other than that enumerated in this section.

CANON 9
Deputies to General Convention

Section 1. At each annual Convention held in the year preceding the year in which a regular session of the General Convention is held, there shall be elected four Clerical Deputies, who are Presbyters or Deacons canonically resident in the Diocese, and four Lay Deputies to the General Convention, who shall be confirmed communicants in good standing of this Church, having domicile in the Diocese. There shall also be elected four alternate Clerical and four alternate Lay Deputies, subject to the same qualifications as the original Deputies above mentioned. Such election may, if the Convention so decrees by a majority vote, be made upon a majority of the votes cast, or upon a plurality, whereby the four persons receiving the four highest number of votes shall be elected as Deputies, and the four next highest shall be elected as Alternates.

Section 2. The members of the deputation who are elected shall be recorded in the order of their election as indicated by the number of votes cast for each and in the case of the same number of votes having been cast for two or more in either Order, precedence shall be given to the Clerical alternates in the order of official, and to the Lay Alternates in the order of personal, seniority; and the Secretary shall insert the names of the alternates in this order upon the Journal.

Section 3. Deputies elected to the General Convention, finding themselves unable to attend, shall, four weeks at least before the time of meeting, give notice to the Diocesan Secretary, who shall at once notify the proper alternate.

Section 4. Each Deputy to the General Convention, actually attending the same, shall be entitled to have the necessary expenses incurred by such attendance paid out of the funds of the Diocese; provided, the amount shall not exceed such limit as may from time to time be fixed by the Executive Council.

CANON 10
Delegates to Provincial Synod

The Executive Council shall elect such number of clergy and lay delegates as it deems advisable to attend the Provincial Synod. Such election shall take place at such time as shall be convenient to give timely notice to the Synod of such elections.

CANON 11
Trustees of the University of the South

Section 1. There shall be elected by the Convention at such intervals as are, or may be required by the Constitution or Statutes of the University of the South, one Presbyter or Deacon and two Lay persons, confirmed communicants in good standing resident in this Diocese, as members of the Board of Trustees of that institution on the part of the Diocese.

Section 2. The said members shall annually report to the Convention the condition and progress of the University, with such particulars in regard to the various departments as they may deem necessary to inform the people of the Diocese as to the literary, moral, and spiritual value of the work of that institution and its claim upon them for patronage and support.

Section 3. In case of the death, resignation or disability of any of the Trustees elected on the part of this Diocese, the vacancy may be filled by the Ecclesiastical Authority until an election for that purpose shall be made by a succeeding Convention.

CANON 12

Trustees of the Diocese

Section 1. The Bishop, and when there is no Bishop, the President of the Standing Committee, together with two (2) lay persons to be elected by the Convention, shall constitute the Board of Trustees for the Church in this Diocese. The Trustees under the direction of the Convention, or of the Executive Council between meetings of the Convention, shall receive, hold, manage, invest, disburse and transfer trust funds vested in the Trustees, which trust funds shall include funds, monies, and securities (and reinvestments thereof) given or bequeathed to the Diocese or the Trustees, or transferred to the Trustees, (a) in trust on specific terms stated in an agreement or will, or (b) with restrictions or designations as to the use of principal or income and under conditions that require holding the funds, monies or securities for longer than twelve months. The Trustees shall hold title to real estate vested in them as provided in this Canon. The provisions of any will or agreement controlling investment, management, use or disbursement of funds and property vested in the Trustees shall be complied with in each instance. The Trustees shall keep the Diocesan House in repair and the grounds in good order and are authorized to provide an allowance for these purposes.

Section 2. The two (2) lay members of the Board of Trustees shall serve a term of two (2) years and may not serve more than two consecutive two-year terms. The terms of these two (2) lay persons shall be staggered so that one will be elected at each Annual Convention. In 1974, the person receiving the highest number of votes shall serve a one year term. Thereafter, persons elected to the Board of Trustees shall serve for two (2) years or until their successors are elected. Persons eligible for election shall be eighteen (18) years of age or older, communicants in good standing and residents within the Diocese.

Section 3. The Trustees of the Diocese are authorized with the approval of the Executive Council, to transfer trust funds and other investment property of the Diocese, vested in or held by the Trustees, to The Episcopal Foundation of the Diocese of East Carolina, Incorporated, to be held, managed and invested for the benefit of the Diocese, subject in every case to the provisions of any will or agreement controlling investment, management, use or disbursement of said funds and property, and subject to applicable federal and state laws and the constitution and canons of this Diocese and of The Episcopal Church. At any time, on reasonable notice, the Trustees with the approval of the Executive

Council may require The Episcopal Foundation of The Diocese of East Carolina, Incorporated, to return and transfer back to the Trustees any trust funds or other investment property transferred to the Foundation pursuant to this section 3.

Section 4.

(a) Whenever the title to real property in any Parish is vested in the Trustees of the Diocese for the benefit of the Parish, the said Trustees shall have the power to convey said property upon the written request of the Vestry of such Parish, if in the opinion of said Trustees it is advisable so to do; but if, in their opinion, it is not advisable to make such conveyance, they shall report the facts to the next Convention.

(b) Whenever title to real property is vested in the Trustees for the benefit of any Mission or organization of the Diocese other than a Parish, the said Trustees shall have the power to convey said property upon written request and approval of the Bishop, or the Ecclesiastical Authority, and upon like request shall have the power to convey the property and reinvest the proceeds in other property, such reinvestment to be held in trust for the benefit of such Mission or organization.

(c) The title to all real estate belonging to the Diocese in its own right is hereby declared to be vested in the Trustees of the Diocese, and the Trustees of the Diocese are hereby authorized to convey said property in fee simple, whenever in their judgment such action is for the best interest of the Diocese, but no such action shall be taken except by unanimous consent of all the Trustees of the Diocese.

Section 5. Any vacancy occurring in this Board by death or otherwise may be filled by the Ecclesiastical Authority.

CANON 13

Diocesan Commission on Ministry

Section 1. There shall be a Diocesan Commission on Ministry, consisting of eight Priests canonically resident in the Diocese, one Vocational Deacon, and four lay persons, communicants of this Church and residents of the Diocese. The members of the Commission shall be elected by the Convention, on nomination by the Bishop, for four-year terms. One Vocational Deacon shall be elected every four years. Two priests and one lay person will be elected annually; provided, that the number elected and the terms may be varied initially to produce such staggered terms. No member who has served on the

Commission shall be eligible for re-election, or appointment to fill a vacancy, until one year after the expiration of the member's previous term of office. The Standing Committee shall elect priests, the Vocational Deacon or lay persons, on nomination by the Bishop, to fill any vacancy that may occur on the Commission between annual meetings of the Convention. The chair of the Commission shall be a priest designated annually by the Bishop from the members of the Commission.

Section 2. The Commission shall perform the duties and functions prescribed in Title III, Canon 1, of the General Church Canons, shall conduct and evaluate the examination of persons for Holy Orders, in supporting the development, training, utilization and affirmation of the ministry of the laity in the world, and shall perform such other duties as may be assigned to it by the Bishop.

TITLE II: Deaneries; Parishes and Missions of the Diocese.

CANON 1

Deaneries

Section 1. *Deaneries*. The Diocese shall be divided into five Deaneries, which shall be known as Albemarle, Pamlico, Trinity, Upper Cape Fear and Lower Cape Fear, the territorial boundaries of which shall be fixed from time to time by the Bishop, with the advice and consent of the Executive Council.

Section 2. *Purpose*. The Deaneries are established for the purpose of providing communication and coordination between congregations of the Diocese, between Vestries of the various congregations, and between the congregations of the Deaneries and the Diocesan Departments and staff. The Deaneries shall have the following responsibilities:

(a) To provide an effective means of communication among the Bishop, the Executive Council, the Diocesan Standing Departments, and the congregations of the Diocese;

(b) To provide a regional forum for organizing and conducting programs which will contribute to the enrichment of congregational and diocesan life;

(c) To assist member congregations in all possible ways to insure the maintenance of strong, effective congregations;

(d) To work in conjunction with and under the supervision of the

Department of Congregations and Development to develop and implement on-going programs of congregational growth and development, including but not limited to the formulation of plans and procedures for establishing new congregations and closing existing congregations as the need for such action arises;

(e) To work, in conjunction with the Department of Diocesan Missionary Outreach and the Creative Christian Stewardship Committee, and any other group or organization, to develop and support existing and new parochial, regional or diocesan ministries, and to encourage and facilitate involvement in such work by congregations within the deanery;

(f) To develop, facilitate and promote, in cooperation with the Department of Christian Formation, sound and effective parochial and regional catechesis of those to be baptized, confirmed or received into the Episcopal Church;

(g) To cooperate with Diocesan staff in presenting annually a pre-convention meeting at which all delegates to Diocesan Convention, and congregations through their deanery council representatives shall be given an opportunity to review and become familiar with all issues on the proposed convention agenda, and an opportunity to propose items for inclusion in the final convention agenda.

Section 3. *Deanery Councils.* In each Deanery there shall be a Deanery Council which shall discharge the responsibilities of the Deanery, the members of which shall be:

(a) the parochial clergy working within the Deanery, including Rectors, Interim Priests, Priests-in-Charge, clergy assistants in any parish or mission by whatever title called, and deacons assigned by the Bishop to any parish or mission within the Deanery; provided, that upon any matter for which a vote is required in the transaction of the business of the Deanery Council, there shall be only one clergy vote from each parish or mission of the Deanery, said vote to be cast by the Rector, Priest-in-Charge or Interim Rector of the parish or mission, or by one delegated that authority in writing by the Rector, Priest-in-Charge or Interim Rector; and,

(b) one lay deanery representative from each parish or mission within the Deanery, elected annually by the Vestry of each parish or mission, who shall be a confirmed communicant in good standing of that parish or mission, and who may or may not be a member of the Vestry;

provided that in the event the lay deanery representative is not a member of the Vestry of the parish or mission, the representative shall be an ex officio member of the Vestry while holding office, with seat and voice, but no vote, in the transaction of the business of the Vestry; and,

(c) the members of the Executive Council of the Diocese who are members of the parishes and missions of the Deanery who are not otherwise members of the Deanery Council under the provisions of the preceding paragraphs of this Section, which members shall be ex officio members of the Deanery Council, with voice but no right of voting unless entitled to vote by virtue of membership under the preceding paragraphs of this section.

Section 4. *Deanery Officers.* The Bishop shall annually appoint a Dean for each Deanery from among the members of the Deanery Council, who shall convene and preside over the meetings of the Deanery Council, and who shall meet with the other Deans of the Diocese and the Bishop at least quarterly, at such time and place as the Bishop shall set. In addition to the Dean appointed by the Bishop, the Deanery Council shall elect, at its first meeting each calendar year, such other officers as it deems expedient for the transaction of its business.

Section 5. *Meetings of the Deanery Council.* Each Deanery Council shall meet every other month during the calendar year, beginning in January with the pre-convention meeting which shall be held at a time and place determined by the Dean in consultation with the Bishop. Meetings of the Deanery Council may be held at any place within the Deanery at times established by the Deanery Council and published to each congregation within the Deanery. A special meeting of the Deanery Council may be called by the Bishop or the Dean or upon the written request to the Dean of seven members of the Deanery Council. At least 7 days notice of any meeting of the Deanery Council shall be given to each congregation within the Deanery.

Section 6. *Attendance at Council Meetings.* It shall be the duty of each Clergy member of the Deanery Council to attend every meeting of the Deanery Council of which he or she is a member. If a Lay member of the Deanery Council fails to attend two consecutive meetings of the Council without reasonable excuse, that member shall be removed from the Deanery Council, and the vacancy thus created shall be filled within thirty days by the Vestry of the congregation represented.

Section 7. *Annual Conference with Bishop*. There shall be, and the Bishop shall provide for, an annual conference of deanery council members from all five deaneries with the Bishop for the purpose of communication and planning. In the event that any member requires assistance in defraying the cost of attendance at this annual meeting with the Bishop, the congregation represented by such member shall provide for reimbursement of such costs.

CANON 2
Congregations of the Diocese

Section 1. *Types of Congregations*. There shall be two types of congregations recognized in the Diocese: parishes and missions. There shall be no distinction between parishes and missions of the Diocese with regard to representation and voting rights in conventions of the diocese, which rights shall be determined in conformity with Article IV of the Constitution of the Diocese, or representation and voting rights in the Deaneries of the Diocese, which rights shall be determined in conformity with Title II, Canon 1, of the Canons of the Diocese.

Section 2. *Boundaries of Congregations*. Congregational boundaries shall coincide with the fixed civil political boundaries, as fixed by the laws of the state of North Carolina, of towns, cities, or counties. The boundaries of any parish or mission of the Diocese shall be the largest such political subdivision of the State of North Carolina in which there exists only one congregation of the Diocese. In the event that more than one congregation is located within the corporate boundaries of a town or city, the boundaries of each of the congregations so located shall be the corporate limits of such town or city, and the parochial cures of each such congregation shall be the same.

Section 3. *Missions*. An organized mission of the Diocese is a congregation of ten or more confirmed communicants in good standing of the Episcopal Church, 16 years of age or older, together with such other persons who desire to be members thereof, which has not been admitted into union with convention as a parish, and which has been recognized and accepted as a mission of the Diocese in accordance with this Canon. A mission may be formed by any of the following methods:

(a) by voluntary association of confirmed communicants of the Episcopal Church in accordance with Section 4 of this Canon;

(b) by extension of any existing parish into a mission congregation with the consent of the Bishop and under the supervision of the Department

of Congregations and Development; or

(c) by establishment of a mission by the Bishop with the advice and consent of the Executive Council of the Diocese under plans formulated by the Department of Congregations and Development.

Section 4. *Admission of Organized Missions.* A congregation as described in Section 2 of this Canon shall be admitted into union with convention and recognized as an organized mission of the Diocese upon vote of convention after certification by the Department of Congregations and Development, in consultation with the Deanery Council of the relevant Deanery of the Diocese, that the following requirements and conditions have been met:

(a) Consent of the Bishop to the organization of the congregation;

(b) Consent of the Rector or other clergy in charge of any congregation within the boundaries of which the petitioning congregation intends to locate its primary place of worship;

(c) Adoption, with the consent of the Bishop, of a name by which the congregation shall be known;

(d) Election of a Vestry in accordance with the Canons of the Diocese;

(e) Provision, both financial and otherwise, of a schedule and place of at least weekly worship, with provision for the celebration of Holy Eucharist at least one Sunday of each month;

(f) Adoption of a plan of development and mission which has been approved by the Department of Congregations and Development under such guidelines as the Department may adopt from time to time, with provision for adequate congregational financial support and a commitment to the mission, program and financial support of the Diocese;

(g) Adoption of the following statement by at least ten confirmed communicants in good standing, sixteen years of age or older, who are members of the proposed mission, signified by their signatures upon a copy of said statement, submitted to the Bishop prior to the consideration of convention of the request for admission:

> "We, the undersigned, being confirmed communicants of the Episcopal Church, and being at least sixteen years of age, having formed ourselves into a congregation known as _____, at _____, North Carolina, do hereby certify that all requirements and conditions for admission to union with the Convention of the Diocese of East

Carolina as contained in the Constitution and Canons of the Diocese have been met. We further certify that we hereby consent to be governed by the Constitution and Canons of the Episcopal Church, as established by its General Convention, and by the Constitution and Canons of the Diocese of East Carolina, and we recognize the Bishop of East Carolina as the Ecclesiastical Authority of the Diocese, and as chief pastor and spiritual and ecclesiastical authority of the congregations of the Diocese. We hereby request recognition as an organized mission of the Diocese and admission into union with the convention thereof.

In witness whereof, we have hereunto signed our names, this the ____ day of _____, 19__."

(h) Establishment of a relationship with a priest selected by the Bishop with the consent of the Vestry, with provision for worship services and pastoral care for the congregation under terms and conditions approved by the Bishop.

Upon an affirmative vote of convention to any such petition, the mission thus admitted shall immediately be seated in the convention of the diocese, with full voice and vote, in accordance with the Constitution and Canons of the Diocese, and shall thereafter comply fully with all the requirements of said Constitution and Canons, and of the Constitution and Canons of the General Convention of the Episcopal Church and be known as an organized mission of the Diocese of East Carolina.

Section 5. *Parishes*. A recognized congregation of the Diocese of East Carolina with at least twenty-five confirmed communicants in good standing, 16 years of age or older, and in the case of a new parish, which has existed as an organized mission of the diocese for at least one year, and which has been admitted to union with the Convention of the Diocese as such, shall be recognized as a parish. A mission of the Diocese shall be admitted to status as a parish by vote of convention after certification by the Department of Congregations and Development that the following requirements and conditions have been met:

(a) Existence as an organized mission of the Diocese for a period of at least one year;

(b) Maintenance of a regular place of worship;

(c) Establishment of a relationship with a Rector under the Canons of the Diocese who is compensated in accordance with guidelines

established by the Clergy Salary Study Commission of the Department of Administration;

(d) Full participation in the life of the Deanery in which it is located and in the life, mission and ministry of the Diocese of East Carolina.

CANON 3
Vestries; Parish Meetings

Section 1. *Parish Meetings.*

(a) **Annual Meeting.** An annual meeting of the members qualified to vote in a parish shall be held on the first Monday in Advent unless the Vestry of the Parish designates some other date for the required annual meeting.

(b) **Other Parish Meetings.** Upon the call of the Vestry, a meeting of the members qualified to vote in a parish may be held at any time, provided that notice of at least one week has been given.

(c) **Persons Qualified to Vote in Parish Meetings.** An enrolled confirmed adult communicant in good standing in this Church may vote when present at any meeting of the parish, in accordance with the provisions of Article XIV of the Constitution of this Diocese.

(d) **By-Laws.** For the orderly conduct of parish meetings, for the adoption of a rotating vestry system as authorized by Section 2 of this canon, and for the election of members of the vestry, by-laws not inconsistent with the Constitution and Canons of the Diocese may be adopted by any parish meeting.

(e) **Voting.** Motions, resolutions, elections, and all other matters presented to a parish meeting for vote shall be decided by a majority of the qualified members present and voting.

Section 2. *Vestries.*

(a) **Size and Composition.** A vestry shall be composed of not fewer than (3) three or more than (12) twelve members of the parish who are confirmed communicants in good standing of the Episcopal Church, and who are not less than sixteen years of age and are regular participants in the public worship of the Church.

(b) **Vestry Plan One.** At each annual parish meeting a vestry shall be elected who shall hold office until the next annual parish meeting or until their successors are duly elected. A parish may include in its

rotating system a provision that no retiring member of the vestry shall be eligible for re-election until a period of one year has elapsed following expiration of that person's term on the vestry. In no case, however, may any person serve for a period greater than three years upon any Vestry until a period of at least one year has elapsed between such terms of office.

(c) **Vestry Plan Two.** As an alternative to Vestry Plan One, a parish may adopt a rotating vestry system. At the first election following the adoption of a rotating system, which shall be held at the annual parish meeting, one-third of the members of the vestry are elected to serve one year, one-third for two years, and one-third for three years. Thereafter, at the annual parish meeting, one-third of the vestry shall be elected from among those who have not served on the vestry during the past year, except that those appointed during the past year to fill unexpired terms of one year or less may, under provisions of parish by-laws, be made eligible for election to a full term, and the terms of those so elected shall be for three years. A parish may include in its rotating system a provision that no retiring member of the vestry shall be eligible for re-election until a period of one year has elapsed following expiration of that person's term on the vestry.

(d) **Vestry Plan Three.** As an alternate to Vestry Plans One and Two, a parish may adopt a two-year rotating system, as follows: At the first election after such a system is adopted, one-half of the members of the vestry shall be elected for one year and one-half for two years. Thereafter, at the annual meeting, one-half of the vestry shall be elected from among those who have not served on the vestry during the past year, and the terms of those so elected shall be for two years. Persons appointed during the past year to fill unexpired terms of one year or less under provisions of parish by-laws, may be made eligible for election for a full term, and the terms of those so elected shall be for two years. Should a parish vote to change to vestry Plan Two from Vestry Plan Three, the change shall be effected by electing for two-year terms those who are to take the place of persons whose terms of office had been three years. A parish may include in its rotating vestry system a provision that no retiring member of the vestry shall be eligible for re-election until a period of one year has elapsed following the expiration of that person's term on the vestry.

(e) **By-Laws.** For the orderly conduct of its meeting and other business, a vestry may adopt by-laws not inconsistent with the

Constitution and Canons of the Diocese. A copy of the by-laws and each amendment thereto adopted by each parish, certified by the secretary, shall be filed within 30 days thereafter with the Ecclesiastical Authority of the Diocese for approval. The Ecclesiastical Authority may, with the advice and consent of the Standing Committee, disapprove any by-law which is inconsistent with the Constitution or Canons of the Diocese or of the General Convention of the Protestant Episcopal Church.

Section 3. Each Vestry shall annually elect a Senior and a Junior Warden from among their own number, the former upon nomination of the Rector. If there is no Rector the election shall proceed without such nomination. It shall be the duty of the Wardens especially to provide the Elements for the Eucharist, to keep and disburse the alms in case the parish is destitute of a Minister; also, in such case, to provide for the celebration of public worship and the instruction of the congregation by occasional clerical services or by lay reading as circumstances may admit. In the absence of the Rector or Minister-in-Charge, or if there be none, the Wardens shall preside in all meetings of the Vestry or Congregation in order of their official seniority.

Section 4. The Vestry shall elect a Clerk, whose duty it shall be to take and record the minutes of their proceedings, attest the public acts of the Vestry, preserve all records and papers belonging to the Parish or Mission, perform all such other duties as shall be legally assigned to the office, and faithfully to deliver all books and documents of the Parish or Mission to the succeeding Clerk.

Section 5. The Vestry shall elect a Treasurer whose duty it shall be to receive and disburse all monies collected under the authority of the Vestry, the collection and disbursement of which is not otherwise provided for. The Treasurer shall keep an accurate account of all monies received, and submit an exhibit of the same at least semi-annually, and whenever called upon to do so.

Section 6. The Vestry shall be the Trustees of the Parish or Mission, and shall take charge of the property of the Parish or Mission, regulate its temporal concerns, elect and call a minister and provide for the minister's maintenance; keep order in the Parish or Mission; and in general act as helpers to the minister in whatever is appropriate to the laity for the furtherance of the Gospel.

Section 7. (a) The Rector or Priest-in-Charge of every Parish or Mission shall,

ex-officio, preside at meetings of the Vestry or Congregation, and shall be entitled to a vote in case of a tie, in all questions except those in which he or she may be personally concerned.

(b) The Rector or Priest-in-Charge shall have the power to call Vestry meetings, other than regular, at any time, giving reasonable notice, specifying the business for which the meeting is called, and it shall be the minister's duty to do so whenever requested to call a meeting by three members of the Vestry. Should the Rector or Priest-in-Charge refuse to call a meeting of the Vestry when required to do so, it shall be competent to the Wardens, or any three of the Vestry, as above provided, to call one; provided, that the Rector shall have due notice of the same.

(c) In the absence of the Rector or Priest-in-Charge, or if the congregation is without one, the Senior Warden, or any two members of the Vestry, shall have power to call special Vestry meetings, subject to the above provisions.

Section 8. Regular meetings of the Vestry shall be held as the Vestry and Rector or Priest-in-Charge may determine, but there shall be no less than four meetings of the Vestry each year.

Section 9. Vacancies in the Vestry, caused by death, resignation or otherwise, may be filled by the remaining members for the unexpired portion of such term.

Section 10. Every person chosen as a member of a Vestry of the Diocese shall qualify by subscribing to the following declaration and promise: "I do believe the Holy Scriptures of the Old and New Testaments to be the Word of God, and to contain all things necessary to salvation; and I do yield my hearty assent and approbation to the doctrines, worship and discipline of the Protestant Episcopal Church in these United States; and I promise that I will faithfully execute the office of member of the Vestry of _____ Parish (or Mission) in _____ County (or City), according to the best of my knowledge and skill." No person shall act or vote as a member of a Vestry until having subscribed to this declaration and promise.

CANON 4

Annual Meeting of the Congregation

The Rector, Priest-in-Charge, or Interim Rector, or in case of a vacancy, the

Wardens shall call a meeting of the Congregation at such time after the adjournment of any Convention of the Diocese as shall seem expedient, at which meeting reports shall be made by the Rector, the Superintendent of the Sunday School, a representative of the Episcopal Church Women, and of any other Parish organization. After these reports the meeting may be opened for discussion of matters of interest to the congregation.

CANON 5
Duties of the Members of the Church

The members of this Church shall conform to its teachings and to the Creed upon which it is founded, and shall as far as in them lies, live in the exercise of those Christian principles and duties prescribed in the Holy Scriptures and illustrated in the Book of Common Prayer, and shall further instruct their families and those dependent on them in like duties and principles both by example and precept. They shall use all sober and godly conversation, shall daily exercise family worship, be charitable in act and works, and shall celebrate and keep holy the Lord's Day, giving all due attention to the Services of the Church and to public worship.

CANON 6
Dissolution and Suspension of Parishes and Missions

Section 1. When in the judgment of the Bishop of the Diocese, a parish does not "give promise of such sufficient strength as will enable it to maintain its organization," whether from lack of communicants, or from any other cause, this judgment shall be reported to the Convention, which shall thereupon take such action as may seem good.

Section 2. In the event of the dissolution of any Parish or Mission by the Convention, the real and personal property of the Parish or Mission shall immediately vest in the Trustees of the Diocese, in trust for the dissolved Parish or Mission. The Trustees may dispose of the personal property, and shall retain the proceeds therefrom in trust for the dissolved Parish or Mission. Within six months following any dissolution of a Parish or Mission a study of the potential for mission and ministry on the site of any real property vesting in the Trustees as a result of the dissolution shall be conducted by a committee appointed by the Bishop and a report of that study shall be sent to the Department of Congregations and Development and to the Executive Council. If the

Department and the Executive Council determine together that the Parish or Mission should not be reorganized on the site of the existing real property, all property held in trust by the Trustees for the Parish or Mission shall be freed of the trust and thereafter shall be held, administered and disposed of by the Trustees as property of the Diocese in its own right as provided by Title I, Canon 12.

Section 3. Whenever the penalty of exclusion or suspension from Lay representation in the Convention shall be inflicted on a Parish or Mission, as provided in Section 5 of Article IV of the Constitution, the sentence shall specify on what terms or at what time said penalty shall cease.

CANON 7
Archdeacons

Section 1. The Bishop shall have the power, with the consent of the Convention, to appoint one or more Archdeacons, who shall be Presbyters canonically resident in the Diocese, and who shall, if practicable, be detached from any Parochial Cure.

Section 2. The authority and the duties of an Archdeacon shall be such as are committed to him or her in writing by the Bishop. The Archdeacon shall be amenable to the Bishop in all acts and appointments, and shall make such reports as the Bishop may require.

TITLE III. Bishops, Priests and Deacons.

CANON 1
The Election of a Bishop, Bishop Coadjutor or Bishop Suffragan

Section 1. The vote shall be taken by ballot and by Orders and Parishes, in accordance with Article XIII of the Constitution.

Section 2. Nominations shall be made in open Convention in joint session of Clerical and Lay Delegates, and may be made by any person entitled to vote in the Convention.

Section 3. When the nominations have been closed, the Secretary shall call the roll of the Clergy, and as the name of each member of the Clergy is called the member's ballot shall be deposited with the Tellers. The roll of the parishes and missions shall then be called by the Secretary, and as each is called it shall deposit its ballot with the Tellers. The Tellers shall count the vote of each Order separately and report the results to the Chair who shall announce the same. If the same person shall receive the necessary votes of both Orders on the same ballot, that person shall be declared duly elected. If no person is elected, the delegates may continue to vote as above ordered until an election is made.

Section 4. By consent of the Convention, Clergy and Laity may separate for deliberation, to re-assemble in joint session at a specified time, and by like consent may proceed jointly to further nominations; after which the balloting shall be resumed in accordance with the provisions of Section 3 of this Canon.

CANON 2
Salary of the Bishop

The salary of the Bishop of the Diocese for each calendar year shall be recommended by the Executive Council and included in the budget submitted by it to the Annual Convention; and the salary as fixed in the budget adopted by the Convention shall be paid to the Bishop for the calendar year for which the budget is adopted. The salary as above determined shall include all income received from the Bishop Watson Fund for the support of the Episcopate. The salary shall be paid in twelve equal monthly installments, the first installment to be paid on January 31st of said calendar year and a like amount on the last day of each month in said calendar year.

CANON 3
Call of a Minister; Clergy Assistants

Section 1.

(a) When there is no Rector in a Parish of the Diocese, the Vestry shall have power to call a Minister in accordance with Episcopal Church and Diocesan Constitutions and Canons. The Vestry of a parish calling a Minister shall offer a salary and allowances not less than the then existing minimums for members of the clergy recommended by the Clergy Salary Study Commission of the Department of Administration and adopted by the Diocesan Convention.

(b) When a vacancy occurs in a Mission of the Diocese, the Bishop may, in his or her discretion, appoint a priest-in-charge for a period of not more than two years, under such terms and conditions as the Bishop deems appropriate, after consultation with the Vestry of the Mission. In the event of such appointment, the priest-in-charge may be reappointed for successive terms. In the event that the Bishop determines that the Vestry should call a priest-in-charge, the Vestry shall make such call in accordance with these Canons.

Section 2. When a Parish or Congregation becomes vacant the Church Wardens or other proper officers shall notify the fact to the Bishop. If the authorities of the Parish shall for thirty days have failed to make provision for the services of a priest during the vacancy, it shall be the duty of the Bishop to take such measures as are expedient for the temporary maintenance of Divine Services therein.

Section 3. No election of a Rector shall be had until the name of the member of the Clergy whom it is proposed to elect has been made known to the Bishop, if there be one, and sufficient time, not exceeding thirty days, has been given to the Bishop to communicate with the Vestry therein. If a church is receiving financial assistance from the Diocese, the Bishop's written approval of the Vestry's choice shall be essential to the election of the Minister in charge.

Section 4. Written notice of the election, signed by the Church Wardens, shall be sent to the Ecclesiastical Authority of the Diocese. If the Ecclesiastical Authority be satisfied that the person so chosen is a duly qualified minister who has accepted the office, the notice shall be sent to the Secretary of Convention, who shall record it. Such record shall be sufficient evidence of the relation between the Minister and the Parish.

Section 5. A Minister is settled, for all purposes here and elsewhere mentioned in these Canons, who has been engaged permanently by any parish, according to the rules of the Diocese, or for any term of not less than one year.

Section 6. The Rector or Priest-in-Charge of a parish or mission shall have the authority to select and call an assistant, by whatever title called, with the consent of the Vestry of the parish or mission. Any assistant clergy shall serve under the authority and direction of the Rector or Priest-in-Charge. Before the selection and call of any assistant the name of the Member of the Clergy proposed for selection shall be made known to the Bishop, and sufficient time, not exceeding

thirty days, shall be given for the Bishop to communicate with the Rector or Priest-in-Charge and Vestry on the selection. Any assistant selected shall serve at the discretion of the Rector or Priest-in-Charge but may not serve beyond the period of service of the Rector or Priest-in-Charge except that, pending the call of a Rector, Priest-in-Charge, or full-time Interim Priest, the assistant may continue in the service of the parish if requested to do so by the Vestry, and under such terms and conditions as the Bishop shall determine in consultation with the Vestry. No assistant may succeed directly to the position of Rector, Priest-in-Charge, or Interim Priest in any parish in which the assistant is currently serving in the event of the removal, resignation or death of the Rector or Priest-in-Charge.

Section 7. When a parish is vacant, or when a mission is vacant and the Bishop has authorized the Vestry to call a priest-in-charge, a priest may be called as Interim Rector with the consent of the Bishop with all rights and responsibilities attaching to that office except tenure. The Interim Rector shall serve in accordance with the terms and conditions of a written letter of agreement mutually agreeable to the priest, the Vestry and the Bishop. An Interim Rector may or may not be eligible to become the settled Rector or Priest-in-Charge of the congregation, and such eligibility shall be determined in accordance with the wishes of the Bishop prior to entering into an agreement with the proposed Interim Rector and shall be set forth in the letter of agreement adopted by the parties.

CANON 4
Registration, Reports, etc.

Section 1. *Private and Parish Registers*. Each member of the Clergy of this Diocese shall keep a register of all baptisms, confirmations, marriages and funerals performed within his or her parish or cure, specifying the names of the persons in each instance, the parentage and date of birth of those baptized, with the names of their sponsors or witnesses and the time when each rite was performed, which register shall be transcribed at least once each month into a book provided for the purpose by the Vestry of the Parish or Mission.

Section 2. *List of Communicants, etc.* It shall also be the duty of each member of the Clergy to keep a list of the communicants within the Parish or Mission, and, so far as practicable, of the families and adult persons within the same, to remain for the use of the Parish and any successor called by the Parish.

Section 3. *Parochial Reports, etc.* Each member of the Clergy shall report annually to the Bishop, through the Secretary of Convention, not later than February 1st, all official acts performed since the last such report to and including December 31st preceding the Annual Convention, and all information concerning the state of his or her Parish or other Cure, according to the form prescribed by the Executive Council. Each such report shall also include all official acts performed by him or her outside the Parish or Cure.

Section 4. *Reports by Wardens.* In the case of a Parish without a Rector, Priest-in-Charge or Interim Rector, it shall be the duty of the Wardens to make the Parochial Report required by this Canon.

Section 5. *Communicants to be Reported.* In making the above reports, all communicants shall be included, except those who have been repelled by the proper authority.

Section 6. *Penalties.* Failure to keep records or to file the reports required by this Canon or by General Church Canons shall result in the imposition of those penalties set forth in Article IV of the Constitution of the Diocese.

Section 7. *Transfer of Communicants.* It shall be the duty of the Rector or Minister in Charge of every Parish or Mission, learning of the removal of any communicant of the minister's Parish or Mission to another cure, without having secured a letter of transfer as provided for by General Church Canons Title I, Canon 17, Section 4, paragraph (a), with the consent of said communicant, to transfer the communicant to the new Cure.

Section 8. *Disclosure of Parish Register.* It shall be the duty of the Rector or Minister in Charge of a Parish or Mission to submit for the Bishop's examination at the time of the Bishop's annual visitation the Parish Register. The Bishop shall determine that all entries are properly made, all members accounted for and that the register is properly indexed.

CANON 5
Clergy Liable to Missionary Duty

All members of the Clergy of the diocese receiving aid from its missionary funds or from the General Missionary funds, shall perform such missionary duties within the Diocese as may be prescribed by the Bishop, and the amount

of compensation therefore shall be fixed from time to time by the Executive Council.

CANON 6
Dissolution of the Relationship between Congregation and Priest

Section 1. Except under mandatory resignation by reason of age, a Rector may not resign as Rector of a congregation without the consent of its Vestry, nor may any Rector canonically or lawfully elected and in charge of a congregation be removed therefrom by the Vestry against the Rector's will, except as provided in this Canon.

Section 2. If for any urgent reason a Rector or Vestry desires a dissolution of the pastoral relationship between the priest and the congregation, and the parties cannot agree, either the priest or the Vestry, but no other person or group, may give notice in writing to the Ecclesiastical Authority of the Diocese. Whenever the Standing Committee is the Ecclesiastical Authority of the Diocese, it shall request the Bishop of another Diocese to perform the duties of Bishop under this Canon.

Section 3. Within sixty days of receipt of the written notice the Bishop as chief pastor of the Diocese shall mediate the differences between Rector and Vestry in every informal way which the Bishop deems proper, including the appointment of a consultant to confer in the matter, and may appoint a committee of at least one priest and one lay person, none of whom may be members of the congregation involved, to make a report to the Bishop.

Section 4. If differences between the parties are not resolved after completion of the mediation, the Bishop shall proceed as follows:

(a) The Bishop shall give written notice to the Rector and the Vestry that a godly judgment will be rendered in the matter after consultation with the Standing Committee and that either party has the right within ten days to request in writing an opportunity to confer with the Standing Committee before it consults with the Bishop.

(b) If a timely request is made, the President of the Standing Committee shall set a date for a conference, which will be held within thirty days.

(c) At the conference, each party shall be entitled to representation and

to present its position fully.

(d) Within thirty days after the conference or after the Bishop's notice if no conference is requested, the Bishop shall confer with and receive the counsel of the Standing Committee, which shall not be binding upon the Bishop and which the Bishop shall consider along with such other information as the Bishop deems proper; thereafter, the Bishop, as final arbiter and judge, shall render a godly judgment.

(e) Upon the request of either party the Bishop shall explain the reasons for the judgment. If the explanation is in writing, copies shall be delivered to both parties.

(f) If the pastoral relation is to be continued, the Bishop shall require the parties to agree on definitions of responsibility and accountability for the Rector and the Vestry.

(g) If the relation is to be dissolved:

(1) The Bishop shall direct the Secretary of Convention to record the dissolution.

(2) The judgment shall include such terms and conditions including financial settlements as shall seem to the Bishop just and compassionate.

Section 5. In either event the Bishop shall offer appropriate supportive services to the Priest and the congregation.

Section 6. In the event of the failure or refusal of either party to comply with the terms of the judgment, the Bishop may impose such penalties as are consonant with the Constitution and Canons of the General Convention of the Episcopal Church, and of the Diocese of East Carolina, including the following:

(a) In the case of a priest, suspend the priest from the exercise of the priestly office until the priest shall comply with the judgment.

(b) In the case of the Vestry, invoke any available sanctions including those set forth in Article IV of the Constitution of the Diocese until it has complied with the judgment.

Section 7. For cause, the Bishop may extend the time periods specified in this Canon, provided that all be done to expedite these proceedings. All parties shall be notified in writing of the length of any extension.

Section 8.

(a) Statements made during the course of proceedings under this Canon are not discoverable nor admissible in any proceedings under Title IV

of the Canons of the Episcopal Church, or under Title III, Canon 7 of the Canons of this Diocese, provided that this does not require the exclusion of evidence in any proceeding under the Canons which is otherwise discoverable or admissible.

(b) In the course of proceedings under this Canon, if a charge is made by the Vestry against the Rector that could give rise to a disciplinary proceeding under Title IV of the Canons of the Episcopal Church or Title III, Canon 7 of this Diocese, all proceedings under this Canon shall be suspended until the charge has been resolved or withdrawn.

CANON 7
Trial of Members of the Clergy

Section 1. *The Presentment.* Any member of the Clergy shall be liable to presentment and trial for false doctrine, immorality, disorderly conduct, violation of the rubrics of the Book of Common Prayer, of the Constitutions or Canons of the Episcopal Church, or of the Constitution or Canons of the Church in this Diocese.

Such presentment shall be made by Vestry of the Parish or Mission of which said member of the Clergy has charge or in which said member of the Clergy is resident or by at least three communicants of the Diocese, of full age, or by two or more Presbyters who shall have been canonically resident therein for one year.

No presentment shall be made in any case of any offense alleged to have been committed more than five years before the date of the presentment, provided, that if the accused be convicted of the alleged offense in a civil court, presentment may still be made within one year after said conviction.

Said presentment shall be made to the Bishop in writing, with the names of the presenters subscribed, and shall distinctly declare, with all reasonable specifications of time and circumstances, the nature of the offense or offenses with which said member of the Clergy may be charged.

Section 2. *Public Rumor.* Although no such presentment is made, if public rumor charges any member of the Clergy with the commission of any of the offenses above enumerated, the Bishop may appoint two or more Presbyters to investigate the truth of such rumor, and if such investigation proves adverse to the member of the Clergy so charged, said Presbyters shall make presentment as above, according to the forms and regulations there provided. The presenters shall, in all cases, assume the responsibility of conducting the prosecution.

Section 3. *Service of Presentment - Constitution of Court.* Should the Bishop be of the opinion, from the nature of the charge or charges made, that the presentment contains sufficient grounds for proceeding to trial, the Bishop shall cause a copy of the presentment to be forthwith sent to the accused. The Bishop shall then give notice to the Standing Committee, who thereupon shall elect seven Presbyters, actually and canonically resident in the Diocese, from whom the President of the Standing Committee shall, in writing, call upon the accused to elect three. In case the accused refuses or neglects to make such election within ten days after the notice as aforesaid, the Standing Committee shall make the election.

The three Presbyters so elected shall constitute a court for the trial of the accused, and shall have all powers necessary for the due conducting of said trial.

Section 4. *Lay Assessors.* The Bishop shall appoint a member of the legal profession who shall be a communicant of the Church as Assessor to the Court, to advise the Court, if requested, upon all questions of law which may arise during the trial.

Section 5. *Time and Place of Trial and Notice Thereof.* The Bishop shall appoint a time and place of trial, and shall give notice thereof to the members of the Court, the Assessor, the Presenters, and the Accused, at which time and place the witnesses shall also be notified to attend.

Section 6. *Assembling of Court and Record of Proceedings.* The Court shall assemble at the time and place appointed, and shall proceed to examine fully the charges, and shall keep an accurate record of all their proceedings and of the evidence.

Section 7. *Nature of Evidence and How Given.* No charge shall be considered as established unless proven by two witnesses, or by one witness and corroborating circumstances.

Testimony may be given orally before the Court or in writing, upon interrogatories and cross interrogatories, to be previously filed with the Secretary or Registrar of the Court. Any one or more of the witnesses may be examined on oath or affirmation on the requisition of either party.

Section 8. *Decision of the Court and the Sentence.* A unanimous vote of the members of the Court on one or more of the charges shall be necessary to the

conviction of the accused, and if their decision is adverse to the accused, they shall proceed to determine the kind and degree of punishment commensurate, in their opinion, with the offense or offenses committed. They shall transmit to the Bishop, under their hand, a record of their proceedings. The judgment of the Bishop on such decisions shall be final; except that the Bishop shall have no power to increase the punishment recommended by the Court.

Section 9. *Effect of Sentence.* Suspension, or any heavier sentence, shall ipso facto sever the connection of the member of the Clergy with any parish or mission in which the member of the Clergy is serving.

Section 10. *The Record to be Filed.* The record provided for in the sixth section of this canon, together with the Bishop's sentence endorsed, shall be preserved among the papers of the Diocese.

Section 11. *Notices.* For the purpose of any notice provided for by this Canon, it shall be sufficient to serve it either personally or by leaving a copy at the last place of residence of the accused.

Section 12. *Confession of an Offense.* When a member of the Clergy shall make confession to the Bishop of the commission of any of the offenses enumerated in the first section of this Canon, the Bishop shall proceed to inflict such ecclesiastical censure or punishment upon the member of the Clergy so confessing as the Bishop shall think right.

Section 13. *Renunciation of False Doctrine.* In the case of any accusation of false doctrine, a renunciation of the same, to the satisfaction of the Bishop, shall stay all further proceedings.

TITLE IV. Church Institutions.

CANON 1
The Episcopal Foundation of The Diocese of East Carolina, Incorporated

Section 1. The Episcopal Foundation of The Diocese of East Carolina, Incorporated, herein called the Foundation, is a diocesan corporation created under the laws of the State of North Carolina for the purpose of holding,

managing and investing property of the Diocese of East Carolina, either temporarily, for a specified or indefinite period of time, or permanently, and for the purpose of providing (1) funds, the income from which is to be used for the promotion of new work in the Diocese of East Carolina and for the development of the religious, educational and charitable work of the Protestant Episcopal Church in the Diocese of East Carolina, (2) funds to be used for making loans to parishes, missions, diocesan institutions and church organizations for capital improvements, and (3) funds for capital grants to parishes, missions, diocesan institutions and church organizations for capital improvements.

Section 2. The Foundation is authorized to receive gifts, devises and bequests of real and personal property from individuals, contributions or donations from churches, corporations and organizations, transfers of funds from the Treasurer of the Diocese pursuant to Title I, Canon 5, and transfers of property from the Trustees of the Diocese pursuant to Title I, Canon 12, Section 3. Money or property given by donors to the Foundation without restrictions on disposition or use may be placed in an income fund, a loan fund, a capital grant fund or an unrestricted fund in the discretion of the Board of Directors of the Foundation. Gifts will be accepted subject to restrictions by donors that only income from gifts may be spent, that the principal may be used only for revolving loans or for capital grants, or that the gifts or the income therefrom may be used only for designated purposes in or for the benefit of the Diocese of East Carolina; provided, however, that the Foundation may decline to accept any gift, bequest or devise the purpose of which does not conform to the purposes set out in Section 1 of this Canon and the charter of the Foundation, or which would be burdensome or impractical to administer.

Section 3. The operation of the Foundation shall be under the control of its Board of Directors, who shall be elected by the Diocesan Convention as set out in the by-laws of the Foundation. Foundation income available for expenditure for diocesan purposes, after payment of operating expenses of the Foundation, and funds available for loans and grants to churches or other recipients thereof shall be paid to the Treasurer of the Diocese for disbursement.

Section 4. The Board of Directors of the Foundation shall annually make a report to the Diocesan Convention showing the names of the several funds, trusts or endowments held by it, the sources, dates and amounts thereof, the terms governing the use of principal and income, the manner in which the funds are invested, the disbursements or payments made during the year and the purposes for which said disbursements have been made. The Board of Directors

of the Foundation shall make a similar report to the Executive Council as often as required by the Executive Council and not less frequently than each six months.

CANON 2
The Church Pension Fund

Section 1. In conformity with the legislation adopted by the General Convention of 1913, pursuant to which The Church Pension Fund was duly incorporated, and in conformity with the Canon of the General Convention, "Of the Church Pension Fund," as heretofore amended and as it may hereafter be amended, the Diocese of East Carolina hereby accepts and acknowledges The Church Pension Fund, a corporation created by Chapter 97 of the Laws of 1914 of the State of New York as subsequently amended, as the authorized and approved pension system for the clergy of the Protestant Episcopal Church in the United States of America and for their dependents, and declares its intention of supporting said Fund in accordance with its Rules.

Section 2. The Bishop of this Diocese shall appoint annually during the opening of Convention a Church Pension Fund Committee to consist of three presbyters and two lay persons, for a term of one year and until their successors shall have been appointed or qualified, and the Bishop may from time to time fill by appointment any vacancies in said Committee caused by resignation, death or inability to act.

Section 3. The duties of said Committee shall be as follows:

(a) To be informed of, and to inform the Clergy and the Laity of this Diocese of the pension system created by the General Convention and committed to it by the Trustees of the Church Pension Fund, in order that the ordained clergy of the Church may be assured of pension protection for themselves in the event of old age or total and permanent disability and for their surviving spouse and surviving minor children, if any, in the event of death.

(b) To receive reports from The Church Pension Fund from time to time on the status of the pension assessments payable to said Fund, under its Rules and as required by Canon Law, by this Diocese and by Parishes, Missions and other ecclesiastical organizations within the Diocese.

(c) To make an annual report to the Convention of this Diocese on such

matters relating to the Church Pension Fund as may be of interest to the said Convention.

(d) To cooperate with the Church Pension Fund in doing all things necessary or advisable in the premises to the end that the Clergy of this Diocese may be assured of the fullest pension protection by said Fund under its established Rules.

Section 4. It shall be the duty of this Diocese and of the Parishes and Missions and other ecclesiastical organizations therein, each through its Treasurer and other proper official, to inform the Church Pension Fund of salaries and other compensation paid to members of the Clergy by said Diocese, Parishes, Missions and other ecclesiastical organizations for services rendered, currently or in the past, prior to their becoming beneficiaries of said Fund, and changes in such salaries and other compensation as they occur; and to pay promptly to The Church Pension Fund the pension assessments required thereon under the Canons of the General Convention and in accordance with the Rules of said Fund.

Section 5. It shall be the duty of every member of the Clergy canonically resident in or serving in this Diocese to inform The Church Pension Fund promptly of such facts as date of birth, ordination, reception, or marriage, birth of children, deaths and changes in cures or salaries, as may be necessary for its proper administration and to cooperate with said Fund in such other ways as may be necessary in order that said Fund may discharge its obligations in accordance with the intention of the General Convention in respect thereto.

Section 6. It shall be the duty of this Diocese and of the Parishes and Missions and other ecclesiastical institutions and organizations therein, to participate in all medical care, hospitalization, health, accident and life insurance plans for clergy which are made mandatory on a nation-wide basis for clergy of the Episcopal Church by action of the General Convention, or under its authority, and to pay promptly to The Church Pension Fund the premiums or assessments required to maintain such coverage in accordance with the Rules of the Fund. The Diocesan Convention, or when it is not sitting the Executive Council, shall make all decisions and take all action to carry our the provisions of this Canon.

Section 7. *Lay Pension Plans.*

(a) All Parishes, Missions and other ecclesiastical organizations or bodies subject to the authority of this Diocese, and any other societies,

organizations, or bodies in the Church which under the regulations of The Church Pension Fund have elected or shall elect to come into the pension system, shall provide all lay employees who work a minimum of 1,000 hours annually retirement benefits through participation in the Episcopal Church Lay Employees Retirement Plan (ECLERP) or in an equivalent plan, the provisions of which are at least equal to those of ECLERP. Such participation shall commence no later than January 1, 1993. At its commencement, if the plan is a defined benefit plan, the employer contribution shall be not less than 9 percent of the employee's salary; if the plan is a defined contribution plan, the employer shall contribute not less than 5 percent and agree to "match" employee contributions of up to another 4 percent.

(b) The employer may impose a minimum age of 21 years and a minimum employment period not to exceed one year of continuous employment before an employee would be eligible to participate.

(c) The Trustees of The Church Pension Fund shall have authority to increase or decrease the contribution percentages as required for the lay pension plan.

CANON 3
Trinity Center

Section 1. There shall be a Board of Managers of Trinity Center consisting of twelve persons, clergy and lay, elected by the Convention on the nomination of the Bishop, for three year terms, provided that the terms of the initial members elected by Convention on nomination of the Bishop shall be four members elected for a one year term, four members elected for a two year term, and four members elected for a three year term. The Bishop shall be *ex officio* Chair of the Board of Managers.

Section 2. The function of the Board of Managers is to oversee the operation and management of Trinity Center, including, but not limited to, the employment of a Director, formulating and administering an annual budget, establishing rules and regulations for sound and efficient management and performing such other duties as may be attendant thereto or directed by Convention.

Section 3. Any vacancy occurring on the Board of Managers may be filled by the Bishop until the next Convention when a new member shall be elected upon

nomination by the Bishop for the completion of the unexpired term.

Section 4. The Board of Managers shall make an annual report to Convention.

CANON 4
Commission on Planning, Design and Construction

Section 1. There shall be, within the Department of Congregations and Development, or such other standing department of the Diocese created by Executive Council to oversee and do the work of congregational growth and development, a Diocesan Commission on Planning, Design and Construction. The Commission shall consist of at least six persons, clergy and lay, who shall be appointed by the Bishop upon the recommendation of the Chair of the Department of Congregations and Development. The members shall, to the extent practicable, have expertise in such areas as liturgy, finance, insurance, planning, architectural design, engineering, construction, and construction and finance law. The Chair of the Commission shall likewise be appointed by the Bishop, and shall serve as a member of the Department of Congregations and Development during occupancy of the Chair of the Commission. The Commission shall be under the supervision of the Department of Congregations and Development, which shall insure that the functions set forth in this Canon are effectively discharged.

Section 2. A function of the Department of Congregations and Development, through the Commission, is to assist and advise the Diocese and its parishes and missions in planning, designing, financing and constructing buildings and facilities, including construction of new churches and other buildings, expansion and renovation of existing buildings, and restoration of historic structures.

Section 3. Before proceeding with the design or construction of any church, parish house, rectory or other building, any parish or mission may present to the Commission for its recommendations and suggestions real estate contracts, architectural and construction contracts, master plans, preliminary plans, working drawings, specifications, construction documents and other related documents.

Section 4. Each Diocesan council, committee and department, and every parish or mission receiving construction funds or loans from the Diocese or any Diocesan agency or foundation shall be required to consult with the

Commission, to submit the pertinent documents described in Section 3 and to obtain the approval of the Commission thereon; provided that such approval shall not be required for projects in a planning or construction stage prior to February 12, 1983. The documents above mentioned shall be prepared by and construction shall be administered by an architect or engineer registered in the State of North Carolina in accordance with its registration laws. Where such laws do not require a registered architect or engineer, this requirement may be waived by the Commission upon request.

Section 5. The Commission shall adopt written standard procedures for performing its functions, and shall distribute copies of any such procedures to all Diocesan officers, parishes and missions.

TITLE V. Amendment; Effective Date; Repealer.

CANON 1
Amendment of Canons

Amendments to the Canons shall be made in accordance with Article XV of the Constitution, and shall take effect upon their passage, unless otherwise ordered by the Convention.

CANON 2
Effective Date of Canons

These canons shall become effective upon ratification by the Convention of the Diocese of East Carolina, and all subsequent canons and amendments ratified by the Convention of the Diocese shall take effect immediately upon their ratification unless otherwise specified in the newly adopted canon or amendment. Additional canons enacted by the Convention of the Diocese shall be grouped under the appropriate title, and numbered consecutively within the separate titles of the canons.

CANON 3
Official Copies of Constitution and Canons

There shall be provided by the Secretary of the Convention three official copies of the Constitution, Canons and Rules of Order as they now exist, each certified

by the Secretary that it is a correct copy. One shall be delivered to the Bishop of the Diocese, one kept by the Secretary of the Diocese, and one delivered to the Chancellor of the Diocese; and as changes are made from time to time certified copies of said changes shall be furnished by the Secretary to each of said officials to the end that there shall always be preserved for the use of the officials of the Diocese three sets of these documents.

CANON 4
Citation of Canons

All references to the Canons of the Diocese of East Carolina shall refer to Title, Canon and Section number, if any, in the following form: Title ____, Canon ___, Section ___(___), Canons of the Diocese of East Carolina.

CANON 5
Repealer of Prior Canons

All former canons of the Diocese of East Carolina, not specifically incorporated in these revised canons, are hereby repealed.

Ratified in Convention and effective, February 13, 1993.

H. King McGlaughon, Jr.
Secretary of the Convention

EXTRACTS FROM CANONS OF THE GENERAL CONVENTION

TITLE I, CANON 7

Of Business Methods in Church Affairs

Section 1. In every Diocese, Parish, Mission, and Institution, connected with this Church, the following standard business method shall be observed:

(1). Funds held in trust, endowment and other permanent funds, and securities represented by physical evidence of ownership or indebtedness, shall be deposited with a National or State Bank, or a Diocesan Corporation, or with some other agency approved in writing by the Finance Committee or the Department of Finance of the Diocese, under a deed of trust, agency or other depository agreement providing for at least two signatures on any order of withdrawal of such funds or securities.

But this paragraph shall not apply to funds and securities refused by the depositories named as being too small for acceptance. Such small funds and securities shall be under the care of the persons or corporations properly responsible for them.

This paragraph shall not be deemed to prohibit investments in securities issued in book entry form or other manner that dispenses with the delivery of a certificate evidencing the ownership of the securities or the indebtedness of the issuer.

(2). Records shall be made and kept of all trust and permanent funds showing at least the following:

(a) Source and date.

(b) Terms governing the use of principal and income.

(c) To whom and how often reports of condition are to be made.

(d) How the funds are invested.

(3). Treasurers and custodians, other than banking institutions, shall be adequately bonded; except treasurers of funds that do not exceed five hundred dollars at any one time during the fiscal year.

(4). Books of account shall be so kept as to provide the basis for satisfactory accounting.

(5) All accounts of the Diocese shall be audited annually by an independent Certified Public Accountant. All accounts of Parishes, Missions or other institutions shall be audited annually by an independent Certified Public Accountant, or independent Licensed Public Accountant, or such audit committee as shall be authorized by the Finance Committee, Department of Finance or other appropriate diocesan authority.

All reports of such audits, including any memorandum issued by the auditors or audit committee regarding internal controls or other accounting matters, together with a summary of action taken or proposed to be taken to correct deficiencies or implement recommendations contained in any such memorandum, shall be filed with the Bishop or Ecclesiastical Authority not later than 30 days following the date of such report, and in no event, not later than September 1 of each year, covering the financial reports of the previous calendar year.

(6). All buildings and their contents shall be kept adequately insured.

(7). The Finance Committee or Department of Finance of the Diocese may require copies of any or all accounts described in this Section to be filed with it and shall report annually to the Convention of the Diocese upon its administration of this Canon.

(8). The fiscal year shall begin January 1.

Section 2. The several Dioceses shall give effect to the foregoing standard business methods by the enactment of Canons appropriate thereto, which Canons shall invariably provide for a Finance Committee or a Department of Finance of the Diocese.

Section 3. No Vestry, Trustee, or other Body, authorized by Civil or Canon law to hold, manage, or administer real property for any Parish, Mission, Congregation, or Institution, shall encumber or alienate the same or any part thereof without the written consent of the Bishop and Standing Committee of the Diocese of which the Parish, Mission, Congregation, or Institution is a part, except under such regulations as may be prescribed by Canon of the Diocese.

Section 4. All real and personal property held by or for the benefit of any Parish, Mission or Congregation is held in trust for this Church and the Diocese thereof in which such Parish, Mission or Congregation is located. The existence of this trust, however, shall in no way limit the power and authority of the Parish, Mission or Congregation otherwise existing over such property so long as the particular Parish, Mission or Congregation remains a part of, and subject to, this Church and its Constitution and Canons.

Section 5. The several Dioceses may, at their election, further confirm the trust declared under the foregoing Section 4 by appropriate action, but no such action shall be necessary for the existence and validity of the trust.

TITLE I. CANON 17
Of Regulations Respecting the Laity

Section 1 (a). All persons who have received the Sacrament of Holy Baptism with water in the Name of the Father, and of the Son, and of the Holy Spirit, whether in this Church or in another Christian Church, and whose Baptisms have been duly recorded in this Church, are members thereof.

(b). Members sixteen years of age and over are to be considered adult members.

(c). It is expected that all adult members of this Church, after appropriate instructions, will have made a mature public affirmation of their faith and commitment to the responsibilities of their Baptism and will have been confirmed or received by a Bishop of this Church or by a Bishop of a Church in communion with this Church.

(d). Any person who is baptized in this Church as an adult and receives the laying on of hands by the Bishop at Baptism is to be considered, for the purpose of this and all other Canons, as both baptized and confirmed; also,

Any person who is baptized in this Church as an adult and at some time after the Baptism receives the laying on of hands by the Bishop in Reaffirmation of Baptismal Vows is to be considered, for the purpose of this and all other Canons, as both baptized and confirmed; also,

Any baptized person who received the laying on of hands at Confirmation (by any Bishop in apostolic succession) and is received into the Episcopal Church by a Bishop of this Church is to be considered, for the purpose of this and all other Canons, as both baptized and confirmed; and also,

Any baptized person who received the laying on of hands by a Bishop of this Church at Confirmation or Reception is to be considered, for the purpose of this and all other Canons, as both baptized and confirmed.

Section 2 (a). All members of this Church who have received Holy Communion in this Church at least three times during the preceding year are to be considered communicants of this Church.

(b). For the purpose of statistical consistency throughout the Church, communicants sixteen years of age and over are to be considered adult communicants.

Section 3. All communicants of this Church who for the previous year have been faithful in corporate worship, unless for good cause prevented, and have been faithful in working, praying, and giving for the spread of the Kingdom of God, are to be considered communicants in good standing.

Section 4 (a). A member of this Church removing from the congregation in which his or her membership is recorded shall procure a certificate of membership indicating that he or she is recorded as a member (or adult member) of this Church and whether or not such a member:

1. is a communicant;
2. is recorded as being in good standing;
3. has been confirmed or received by a Bishop of this Church or a Bishop in communion with this Church.

Upon acknowledgement that a member who has received such a certificate has been enrolled in another congregation of this or another Church, the Minister or Warden issuing the certificate shall remove the name of the person from the parish register.

(b). The Minister or Warden of the congregation to which such certificate is surrendered shall record in the parish register the information contained on the presented certificate of membership, and then notify the Minister or Warden of the congregation which issued the certificate that the person has been duly recorded as a member of the new congregation.

Whereupon the person's removal shall be noted in the parish register of the congregation which issued the certificate.

(c). If a member of this Church, not having such a certificate, desires to become a member of a congregation in the place to which he or she has removed, that person shall be directed by the Minister of the said congregation to procure a certificate from the former congregation, although on failure to produce such a certificate through no fault of the person applying, appropriate entry may be made in the parish register upon the evidence of membership status sufficient in the judgement of the Minister or Warden.

(d). Any communicant of any Church in communion with this Church shall be entitled to the benefit of this section so far as the same can be made applicable.

Section 5. No one shall be denied rights or status in this Church because of race, color, or ethnic origin.

Section 6. A person to whom the Sacraments of the Church shall have been refused, or who has been repelled from the Holy Communion under the rubrics, or who desires a judgement as to his or her status in the Church, may lodge a complaint or application with the Bishop or Ecclesiastical Authority. No Minister of this Church shall be required to admit to the Sacraments a person so refused or repelled without the written direction of the Bishop or Ecclesiastical Authority. The Bishop or Ecclesiastical Authority may in certain circumstances see fit to require the person to be admitted or restored because of the insufficiency of the cause assigned by the Minister. If it shall appear to the Bishop or Ecclesiastical Authority that there is sufficient cause to justify refusal of the Holy Communion, however, appropriate steps shall be taken to institute such inquiry as may be directed by the Canons of the Diocese; and should no such Canon exist, the Bishop or Ecclesiastical Authority shall proceed according to such principles of law and equity as will insure an impartial investigation and judgement.

Section 7. No unbaptized person shall be eligible to receive Holy Communion in this Church.

TITLE II, CANON 1
Of the Due Celebration of Sundays

All persons within this Church shall celebrate and keep the Lord's Day, commonly called Sunday, by regular participation in the public worship of the Church, by hearing the Word of God read and taught, and by other acts of devotion and works of charity, using all godly and sober conversation.

Rules of Order

I. On the first day of the Convention at the time appointed, the Holy Communion shall be administered.

Promptly thereafter, the delegates shall assemble for the organization of the Convention and the transaction of business. The presiding officer shall call the Convention to order and ascertain if there is a quorum present, and upon it appearing that there is a quorum present as required by Article VI of the Constitution, the Convention shall be organized by the election of a Secretary and shall then proceed with the transaction of the business of the Convention as set out in the Canons and Rules of Order.

II. The Standing Committee and other committees shall be elected or appointed as soon as practicable after the organization of the Convention, except that the appointment of the Committee on Canons and other committees, in the discretion of the Bishop, may be delayed for the receipt of reports from committees of the previous year.

III. All Committees shall be appointed by the Bishop unless otherwise ordered.

IV. Officers shall be elected as provided in the Constitution and Canons.

V. The order of business proposed by the Bishop and adopted by the Convention shall be the regular order of business, subject to change by the Presiding Officer as Provided in Rule XXI or by the Convention by majority vote.

VI. After the Bishop has taken the chair, no member shall continue standing, except to address the chair.

VII. Speakers shall address the chair, and shall confine themselves to the point in debate.

VIII. No motion shall be considered unless seconded, and if required, reduced to writing. All resolutions, except resolutions presented in conjunction with Department, Committee and Commission reports and resolutions of appreciation to the host church, shall be introduced on the first day of the Annual Convention and voted upon the second day.

IX. When the Bishop is putting any question, the members shall continue in their seats, and shall not hold any private discourse.

X. When a question is under consideration, no motion shall be received, unless to lay on the table, to postpone to a certain time, to postpone indefinitely, to commit, to amend, or to divide; and motions for any of these purpose shall have precedence in the order herein named. The motions to lay on the table and to adjourn shall always be in order, and shall be decided without debate; and of these the motion to adjourn shall take precedence.

XI. If the question under debate contains several distinct propositions, the same shall be divided at the request of any member, and a vote taken separately, except that a motion to strike out and insert shall be inadvisable.

XII. All amendments shall be considered in the order in which they are moved.

When a proposed amendment is under consideration, a substitute to the whole matter may be received. No proposition on a subject different

from the one under consideration shall be received under cover of a substitute.

XIII. In voting by Order, the name of each Parish shall be called and it shall vote either "Aye" or "No" except in case of a divided vote. The majority of the votes of the Delegates from a Parish shall determine the vote of such Parish, but should the vote be equally divided, one-half of such vote shall be recorded as "Aye" and one-half as "No," and it shall be the duty of the Secretary to record the names of the Parishes and the votes which they respectively give.

XIV. A motion to reconsider any vote shall not be in order, except on the same day on which the vote is taken: Provided, always that a vote or question may be reconsidered at any time by the consent of two-thirds of the Convention; provided further, that no motion to reconsider shall be made on the last day of the Convention, except on a vote or question taken on that day.

XV. The reports of all committees shall be in writing and shall be received of course, and without motion for acceptance, unless recommitted. All reports recommending or requiring any action or expression of opinion by the Convention shall be accompanied by a corresponding resolution.

XVI. All questions of order shall be decided by the chair without debate, but any member may appeal from such decision. On such appeal no member shall speak more than once without leave.

XVII. No member shall be absent from the session of the Convention without leave, unless he is unable to attend.

XVIII. When the Convention is about to rise, every member shall keep his seat until the Bishop leaves the chair.

XIX. On motion duly put and carried, the Convention may resolve itself into a Committee of the Whole, with or without closed doors, for the purpose of discussing such subjects as may be approved by the Convention.

The Bishop may select and announce subjects for discussion: **Provided**, that if the motion to go into a Committee of the Whole has specified the subject to be discussed, that subject shall be disposed of.

XX. The rules of order or any one of them may be suspended by a majority vote of the Convention whenever the Presiding Officer decides that an urgent matter should come before that Convention for prompt action.

XXI. The Presiding Officer may in his discretion, to expedite the business of the Convention, transpose the regular order of business.

XXII. Where a question arises which is not controlled by any of the existing rules of order, the Diocesan Convention shall follow the rules of the General Church pertaining to said question, and if it has no rules applicable thereto, then the Diocesan Convention shall be governed by the current edition of Robert's Rules of Order.

The Episcopal Foundation of the Diocese of East Carolina, Incorporated

Charter and By-Laws

(AS AMENDED)

THE CHARTER OF THE EPISCOPAL FOUNDATION OF THE DIOCESE OF EAST CAROLINA INCORPORATED

(As Amended)

1st. The name of this Corporation is The Episcopal Foundation of The Diocese of East Carolina, Incorporated.

2nd. The location of the principal office of the corporation in this State is at Kinston, in the County of Lenoir, but it may have one or more branch offices and places of business in the Diocese of East Carolina.

3rd. This Corporation is formed by the Diocese of East Carolina of the Protestant Episcopal Church exclusively for religious; educational and charitable purposes, including the purpose of holding, managing and investing property of the Diocese of East Carolina, either temporarily, for a specified or indefinite time, or permanently, and the purpose of providing (1) funds, the income from which is to be used for the promotion of new work in the Diocese of East Carolina and for the development of the religious, educational and charitable work of the Protestant Episcopal Church in the Diocese of East Carolina, (2) funds to be used for making loans to parishes, missions, diocesan institutions and church organizations for capital improvements and (3) funds for capital grants to parishes, missions, diocesan institutions and church organizations for capital improvements.

4th. And for the purposes herein specified, the Corporation shall have the right to receive by Will, Deed, gift or otherwise: to hold, own, sell and dispose of real, personal and mixed property of every kind and description, and the Corporation shall also have the authority to be named as a beneficiary in policies of life insurance and act as such beneficiary.

5th. The Corporation shall have authority in its corporate name to buy, sell, convey and lease real and personal property; and invest or otherwise dispose of any and all property belonging to the Corporation when authority therefor has been duly given as provided by the By-Laws of the Corporation, and shall have such other powers, privileges and authority as are given by the laws of the State of North Carolina now enacted or which may be hereafter enacted.

6th. The Corporation shall not have members or capital stock and no stock or shares shall be issued. No incorporator, director or officer shall at any time be considered to be the owner of any of the assets, property or income of the Corporation, nor shall he, by distribution, liquidation, dissolution or in any other manner, be entitled to or receive any of said assets, property or income, all of which shall be devoted exclusively and forever to the purpose of the Corporation or disposed of as hereinafter provided. The Corporation is not organized and shall not operate for profit, and no part of its net earnings shall inure or may lawfully inure to the benefit of any private shareholder, incorporator, director, officer or individual. The above provisions, however, shall not prevent the payment of reasonable compensation to any person, organization, firm or corporation for services rendered to this Corporation. No substantial part of the activities of the Corporation shall consist of carrying on propaganda, or otherwise attempting to influence legislation. The Corporation shall not participate in, or intervene in (including the publishing or distributing of

statements) any political campaign on behalf of any candidate for public office. The Corporation shall not lend any part of its assets, property or income to any incorporator, director or officer of, or any substantial contributor to, the Corporation, to any member of the family of any such person, or to any corporation controlled by any such person; nor shall the Corporation pay any compensation in excess of a reasonable allowance for salaries or other compensation for personal services actually rendered, to any such persons or corporations; nor shall the Corporation make any part of its services available on a preferential basis to any such persons or corporations; nor shall the Corporation make any substantial purchase of securities or other property from or sell any substantial part of its securities or other property to any such persons or corporations for other than an adequate consideration in money or money's worth; nor shall the Corporation engage in any other transaction which results in a substantial diversion of its assets, property or income to any such persons or corporations. The Corporation shall not (i) accumulate its income if any such accumulations are unreasonable in amount or duration in order to carry out the religious, educational and charitable purpose for which it is organized or (ii) use any such accumulated income for purposes or functions other than the religious, educational and charitable purposes for which it is organized or (iii) invest any such accumulated income in such a manner as to jeopardize the carrying out of the religious, educational and charitable purposes for which it is organized. The Corporation shall distribute its income for each taxable year at such time and in such manner as not to become subject to the tax on undistributed income imposed by Section 4942 of the Internal Revenue Code of 1954, or corresponding provisions of any subsequent federal tax laws. The Corporation shall not engage in any act of self-dealing as defined in Section 4941 (d) of the Internal Revenue Code of 1954, or corresponding provisions of any subsequent federal tax laws. The Corporation shall not retain any excess business holdings as defined in Section 4943 (c) of the Internal Revenue Code of 1954, or corresponding provisions of any subsequent federal tax laws. The Corporation shall not make any investments in such manner as to subject it to tax under Section 4944 of the Internal Revenue Code of 1954, or corresponding provisions of any subsequent federal tax laws. The Corporation shall not make any taxable expenditures as defined in Section 4945 (d) of the Internal Revenue Code of 1954, or corresponding provision of any subsequent federal laws. It is intended that the Corporation shall qualify as an organization (i) which is exempt from income taxes under the United States Internal Revenue Code of 1954 and corresponding provisions of subsequent federal tax laws and under any applicable laws of the State of North Carolina from time to time in effect and (ii) contributions to which are deductible for income, gift and estate tax purposes under said Internal Revenue Code of 1954 and corresponding provisions of subsequent federal tax laws and under any applicable laws of the State of North Carolina from time to time in effect. In the event the Corporation is liquidated or dissolved, voluntarily or involuntarily, the assets and property of the Corporation, after payment or arrangement for payment of its debts and obligations, shall be transferred, conveyed and delivered to the Trustees of the Diocese of East Carolina; provided, that any funds or property held by the Corporation upon any condition requiring the return, transfer or conveyance of said funds or property, or the unused

portion thereof, upon liquidation or dissolution of the Corporation shall be returned, transferred or conveyed in accordance with said condition.

7th. The Trustees heretofore elected and now serving shall hereafter be known and designated as Directors and shall continue to serve in their respective offices until their successors have been duly elected and qualified, and said Directors shall be vested with all the same rights and subject to the same responsibilities as when designated as Trustees.

8th. Subject to the approval of the Diocesan Conventions, the Directors shall have full power and authority to promulgate, alter and amend such By-Laws, rules and regulations as in their discretion will best promote the interest and purpose for which this corporation is created.

9th. The period of existence of this Corporation is unlimited

The original Charter was revised and rewritten by Certificate of Amendment filed March 26, 1957, in the Office of Secretary of State.

An amendment rewriting the 3rd and 6th articles was adopted by the Directors and approved by the Diocesan Convention January 29, 1971. Articles of Amendments were filed June 17, 1971 in the Office of Secretary of State.

BY-LAWS OF THE EPISCOPAL FOUNDATION OF THE DIOCESE OF EAST CAROLINA, INCORPORATED

(As Amended)

ARTICLE I: The officers of the Corporation shall be a Chairman; a Vice Chairman; a President; a Vice President; a Secretary; and a Treasurer; and such other officers as the Directors from time to time deem advisable. The office of Secretary and the office of Treasurer may be held by the same individual.

ARTICLE II: The seal of the Corporation shall be in the following form, to wit - the word "Seal" surrounded by two concentric circles with the words "The Episcopal Foundation of The Diocese of East Carolina, Incorporated" in the margin between circumference of the two said circles.

ARTICLE III: The affairs of the Corporation shall be managed by a Board of Directors of not less than seven (7) persons and not more than thirty (30) persons to be nominated by the Bishop of the Diocese and elected by the Diocesan Convention. The Trustees of the Diocese shall at all times be members of the Board of Directors, nominated and elected as described, and they shall be included in determining the number of directors within the above limits. Such management shall be in accordance with the By-Laws of the Corporation; provided however that the Bishop of the Diocese of East Carolina shall be at all times Chairman of the Board of Directors and the Chancellor of the Diocese Vice Chairman of the Board; provided also that the Bishop Coadjutor shall be a member of the Board of Directors. The members of the Board of Directors shall be elected for a term of four years, unless otherwise specified at the time of election, by the Diocesan Convention in session at the time of the expiration of the term of their predecessors in office, and such retiring Directors shall hold office until their successors are elected and qualified.

ARTICLE IV: The exact number of the Board of Directors, within the above limits, may be increased or decreased from time to time, as the affairs of the Corporation may render proper, by the Annual Convention of the Diocese of East Carolina, upon nomination by the Bishop. Upon nomination by the Bishop, associate Directors not exceeding five (5) in number, may be appointed by the Directors of the Corporation from time to time to serve from the date of their appointment until the adjournment of the next Annual Diocesan Convention. All Directors, other than the Bishops of the Diocese, shall be lay persons who are interested in the work of the Episcopal Church in the Diocese of East Carolina. The removal of any Director from the Diocese of East Carolina or the severance of his membership in the Protestant Episcopal Church in the Diocese of East Carolina shall automatically work a cancellation of his position as a Director in this Corporation. And all vacancies occurring on said Board of Directors shall be filled by the Board and such persons elected to fill such vacancies shall hold office for the unexpired portion of the terms of their respective predecessors.

ARTICLE V: The annual meeting of the Directors of the Corporation shall be held on the day prior to the assembling of the Annual Diocesan Convention of the Diocese of East Carolina, at the place where said Convention is to be held. If for any cause the meeting is not held on the

day preceding the assembling of said Convention, it shall be held during the time of the Convention or as soon thereafter as is convenient. If for any reason the said annual meeting is not held at one of the times above provided, it shall be held at a time and place to be fixed by the Bishop after conference with the President and Secretary.

ARTICLE VI: General or special meetings of the Directors of the Corporation may be called by the President or any three members of the Board of Directors at such time and place as shall be indicated in such call after at least three days notice by mail to all of the members of the Board of Directors.

ARTICLE VII: There shall be an Executive Committee consisting of the Bishop and the President of the Corporation, who are Ex-Officio members of said Executive Committee, and five Directors who shall be elected annually by the Board of Directors from its membership. The Secretary of the Executive Committee shall be appointed by the President of the Corporation but the Secretary need not be a Director of the Corporation. The Bishop or the President of the Corporation, together with three of the other members of the Executive Committee, shall constitute a quorum for the transaction of business and shall by majority vote possess and exercise all the powers and duties of the Board of Directors with reference to all matters, but only when the Board of Directors is not in session. The Executive Committee shall keep a record of all of its proceedings which shall be certified by the Secretary of the Executive Committee under his hand and which record shall be read at the next meeting of the Board of Directors. The Secretary of the Executive Committee shall call meetings of the Executive Committee upon the request of the Bishop or of the President or upon request of any three members of the Executive Committee.

ARTICLE VIII: All conveyances of real property by the Corporation shall be executed in the name of the Corporation by the President or the Vice President and attested by the Secretary or Assistant Secretary of the Corporation and the corporate seal attached thereto. No conveyances of real estate or bills of sale or transfers of securities, or stocks or other personal property shall be made except by authority of a resolution duly passed by majority vote at a duly constituted meeting of the Executive Committee.

ARTICLE IX: The duties of the secretary and the duties of the treasurer shall be prescribed by the Board of Directors of the Corporation.

ARTICLE X: A majority of the total number of Directors shall be necessary to constitute a quorum for a valid meeting of the Board of Directors for the transaction of business and performance of duties imposed on the Board of Directors by the Charter of this Corporation or by the By-Laws thereof.

ARTICLE XI: The Directors shall designate a depository for the Funds of the Foundation, which depository may also be Custodian of all securities of the Foundation, and the Directors in their discretion may authorize the depository and Custodian to also act as Fiscal Agent for the Foundation. The Fiscal Agent selected by the Executive Committee of the Foundation shall be approved by the Board of Directors.

ARTICLE XII: At the Annual Diocesan Convention at which Directors of the Corporation are to be elected as hereinbefore provided, the number of Directors for the ensuing term of four years shall be fixed by the

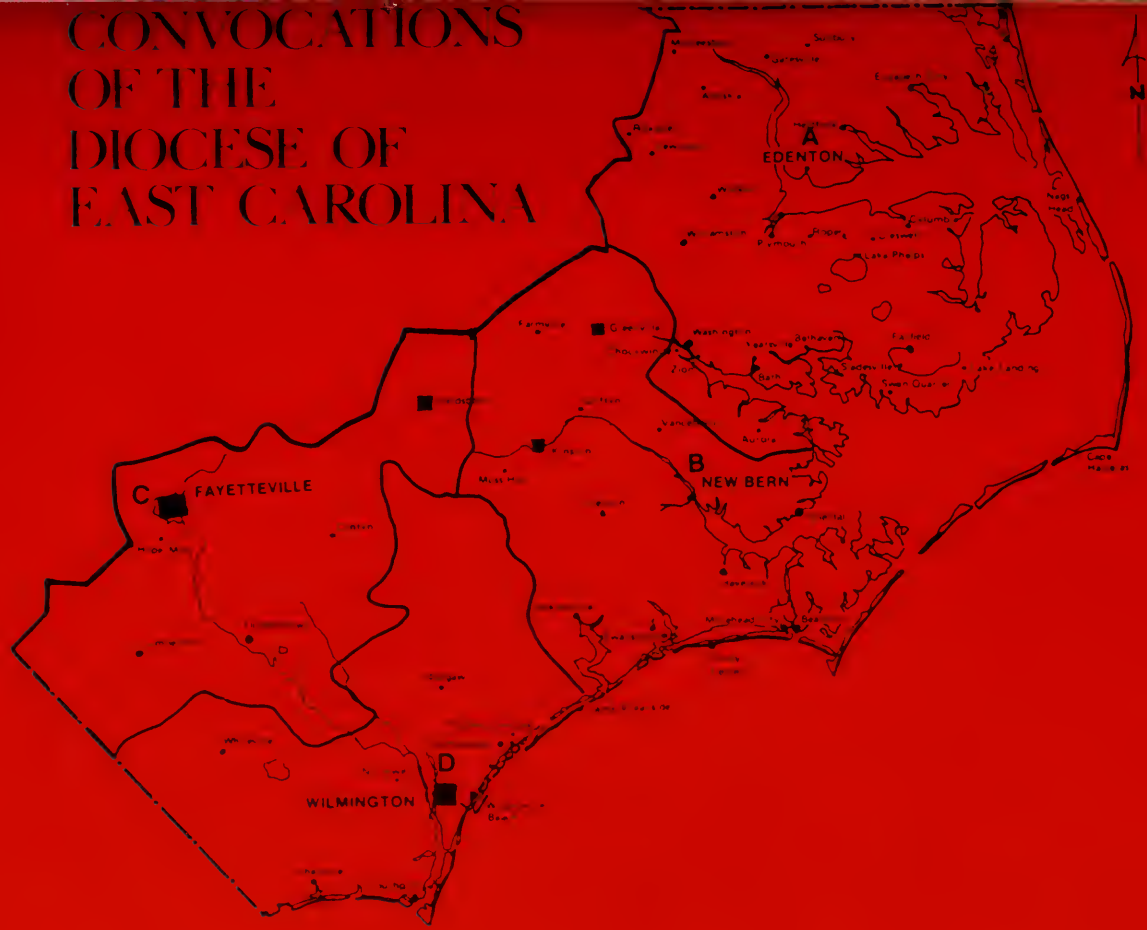
convention and the convention shall then elect the number of Directors so specified who shall hold office for four years from the adjournment of the convention at which they are elected until their successors are elected and qualified.

ARTICLE XIII: The Bishop of the Diocese of East Carolina shall Ex-Officio be a member of all of the Committees of the Board of Directors. The Chancellor of the Diocese of East Carolina shall Ex-Officio be a member of the Board of Directors.

ARTICLE XIV: These By-Laws may be altered, amended or repealed at any meeting of the Board of Directors. Such change in By-Laws shall be reported to the next Annual Diocesan Convention for its consideration and approval.

ARTICLE XV: The Charter of the Foundation may be altered or amended by the Board of Directors. Such alteration or amendment shall not be legally implemented under the laws of North Carolina until the same shall have been reported to the next Annual Diocesan Convention for its consideration and be approved by the Convention.

CONVOCATIONS OF THE DIOCESE OF EAST CAROLINA



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Journal of the Diocese of East Carolina

ONE HUNDRED ELEVENTH ANNUAL CONVENTION
Hilton Inn
Greenville, North Carolina
February 10, 11, 12, 1994

CONSTITUTION, CANONS AND RULES OF ORDER
of the Diocese of East Carolina
and
CHARTER AND BY-LAWS OF THE EPISCOPAL FOUNDATION
of the Diocese of East Carolina

1994

INTERDIOCESAN INSTITUTIONS

THE UNIVERSITY of the SOUTH
Sewanee, Tennessee

SAINT MARY'S COLLEGE
Raleigh, North Carolina

THOMPSON CHILDREN'S HOME
Charlotte, North Carolina

SAINT AUGUSTINE'S COLLEGE
Raleigh, North Carolina

KANUGA CONFERENCES, INC.
Hendersonville, North Carolina

JOURNAL OF THE ONE HUNDRED ELEVENTH ANNUAL CONVENTION OF THE PROTESTANT EPISCOPAL CHURCH IN THE DIOCESE OF EAST CAROLINA

Greenville, North Carolina
February 10, 11 and 12, 1994

TABLE OF CONTENTS

Directory of the Diocese 3

Parish Convention Delegations 44

Journal of Convention Proceedings 52

Bishop Sanders' Sermon 71

Bishop Sanders' Address 74

Bishop Vachés Homily 79

Committee Reports and Resolutions 83

Statistical and Financial Reports 187

Legal and Canonical Documents:

Constitution and Canons of the Diocese 229

Extracts from the Canons of General Convention 267

Rules of Order of Diocesan Convention 271

Episcopal Foundation Charter and By-Laws 273

Audit 281

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P.O. Box 1336, Kinston, NC 28503

ASSISTANT BISHOP
The Rt. Rev. C. Charles Vaché
P.O. Box 1336, Kinston, NC 28503

RETIRED BISHOPS OF EAST CAROLINA
The Rt. Rev. Thomas H. Wright
1625 Futch Creek Road
Wilmington, NC 28405

CHANCELLOR
Mr. P. C. Barwick
P.O. Drawer 3557, Kinston, NC 28502
(919) 523-2000

SECRETARY
Miss Jane W. Wynne
P.O. Box 1336
Kinston, NC 28503

TREASURER
Mr. Wallace Weeks
1105 Walker Drive, Kinston, NC 28501

HISTORIOGRAPHER

Mr. Holley Mack Bell

STANDING COMMITTEE

The Rev. Gary Fulton, President, Bath, to 1995
The Rev. Jim Cooke, Vice-President, Jacksonville, to 1996
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Wilmington, NC 28405
910-686-7466

CHAPLAINS

The Rev. Joseph Dunlap (Joe)
Eastern Area Chaplain
401 West Belvoir Road
Greenville, NC 27834
830-3466

LCDR Theodore W. Edwards (Ted)
P.O. Box 8966
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910-353-6879 or 910-451-1391

CDR Gary Parker, CHC, USN
HQSVC Co. (REL)
II MEF PSC BOX 20080
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910-451-8703 or 910-455-5967

The Rev. Jeffrey Seiler
107 Brighton Street
Jacksonville, NC 28546

DEACONS

Mr. Andrew Atkinson (Andy)
St. Paul's, Wilmington
321 Pettigrew Drive
Wilmington, NC 28403-6617
910-392-2411 or 910-341-7187

Dr. Jo Ann Bell
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Greenville, NC 27834
919-756-0947 or 919-816-2212

Mrs. Elizabeth S. Buck (Betty)
St. James-the-Fisherman, Shallotte
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Mrs. Vera Hayes
Church of the Good Shepherd, Wilmington
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Wilmington, NC 28409
910-350-0133

Mrs. Elaine Irving
St. Anne's, Jacksonville
509 Myna Drive
Jacksonville, NC 28540
910-455-7228

Mr. Michael Ligon (Mike)
St. Timothy's, Wilson
1115 Laurel Lane
Wilson, NC 27896

Mr. Scott Luce
St. Paul's, Greenville
Route 3, Box 101
Winterville, NC 28590
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Dr. Alfred Moncla (Fred)
Christ, Elizabeth City
1134 North Road Street
Elizabeth City, NC 27909

Mrs. Gloria Price
St. Stephen's, Goldsboro
130 Quail Drive
Dudley, NC 28333
919-735-1686

Mr. William Ray (Bill)
St. Andrew's by-the-Sound, Wilmington
202 Bretonshire Road
Wilmington, NC 28405
910-395-1305

Mr. James O. Smith, Jr. (Jim)
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133 Bishop Drive
Winterville, NC 28590
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Mrs. Kay Swindell
St. Anne's, Jacksonville
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Mr. Russell C. West, Jr. (R.C.)
Church of the Servant, Wilmington
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St. Thomas, Ahoskie
Mari Mileur
Morgan Tackett
Jerrie Taylor

Holy Cross ***Aurora***
Harry Douglas

St. Thomas ***Bath***
Mary Jane Daughtry
William Hagerty

St. Paul's ***Beaufort***
Patti McKinley Dill
Joe Johnson
Charles J. Phillips
Dorothy P. Porter

St. James ***Belhaven***
Mary Ellen Wahab

St. Mary's ***Belhaven***
David Henderson

St Francis by the S ***Bogue Banks***
Donna Getty

St. Mary's ***Burgaw***
Dawn Connor

Trinity Church ***Chocowinity***
Bill Doar
Virginia Powell
Nancy Yates

St. Paul's ***Clinton***
Deborah Bass
Grover Ezzell

St. Andrew's ***Columbia***
Ruth Woodley

Christ Church ***Creswell***
Janie Woodley

Galilee Mission ***Creswell***
Bonnie Ambrose

St. John's ***Edenton***
Dr. John Horton

St. Paul's ***Edenton***
Penny Jo Binns
Steven Minton
John Morehead

Christ Church ***Elizabeth City***
Ceci Austin
Gary Cooper
Debi Fox

St. Christopher's ***Elizabethtown***
Larry Hathcock

Emmanuel Church ***Farmville***
Roger Collins
Nancy Verzier

Good Shepherd ***Fayetteville***
John Neill

Holy Trinity ***Fayetteville***
Tom Holt
Connie Koonce
Howard Loughlin
Clara MacMillan
Margaret Nance

St. John's ***Fayetteville***
Carole Akers
William Powell
Carl Rosenbaum
Herb Thorp
Eddie Waren

St. Joseph's ***Fayetteville***
Mary R. Little
Margaret Wood

St. Paul's ***Fayetteville***
Trish Joyce
George Roraback
Don Walter

St. Mary's ***Gatesville***
George Ryan

St. Andrew's ***Goldsboro***
Ruby Siler

St. Francis ***Goldsboro***
Vann Daniel
Octavia Kelly
Geri Kent

St. Stephen's ***Goldsboro***
J. Thomas Brown
John Holt
Dwight Mayo
Elizabeth Sutton

St. Paul's ***Greenville***
Alston Cheek
Ted Gartman
Alfred Matthews
John Powell
Mary Vars

St. Timothy's ***Greenville***
Judy Adams
Robbie Broyles
Rhine Fecho

St. John's-St. Mark ***Grifton***
Gene Fleming
William Lambert

Holy Trinity ***Hampstead***
Stacey Smith
Frank Wakefield

St. Christopher's ***Havelock***

Bob Cole
Enid Cole
Caroline Crawford
Linda Morgan

Holy Trinity ***Hertford***
Barbara Kehayes
Julian E. Winslow, Jr.

St. Philip's ***Holly Ridge***
Judy Edens

Christ Church ***Hope Mills***
Tucker Barbour
Gloria Brehm
Sherrie Lee James

St. Anne's ***Jacksonville***
Samuel Burr
John Carter, Jr.
Dolores J. Faison
Robert T. Swindell

Holy Innocents ***Kinston***
George Bryan
Jean Rouse
Melvin Whitfield

St. Augustine's ***Kinston***
Nehemiah Parker

St. Mary's ***Kinston***
Dempsey Hodges, Jr.
Irvin L. Holland, Jr.
Julia Moock
Peggy Russell

St. George's ***Lake Landing***
Jimmie Spencer
Clair Spencer

Grace ***Lewiston-Woodville***
T. W. Griffin

Trinity Church ***Lumberton***
Kenny Biggs
Dencie Page
Linda Smith

St. Andrew's ***Morehead City***
Betty Gladstone
Harriet Gruber
Bill Holt
Bob Long
Jack Simpson
John H. Luke
Tom Mebane
Jeff Smith
Helen van Lear

Christ Church ***New Bern***
Ann Bustard
Kathy Millns Evans
J. Mort Henson
Michael D. McCulley
David Stoller

St. Cyprian's ***New Bern***
Edna Dillahunt
C. C. Stewart, Sr.

All Souls ***Northwest***
Carol Carroll

St. Thomas ***Oriental***
Jean Ahkao
Richard Ahkao
George Robinson

Grace Church ***Plymouth***
Jean D. Fordham
Jerry Polk
Pat Polk

St. Luke's-St. Anne ***Roper***
Muril Wallace

St. Mark's ***Roxobel***

W. A. Gunnells

St. James-the-Fish ***Shallotte***
Sky Bramley
James Commerton
Carl Hemphill

St. Philip's ***Southport***
Virginia Byrd
Bryan Wester
Clifton White

St. Peter's ***Sunbury***
Barbara Lassiter

St. Peter's by the S ***Swansboro***
J. LeRoy Henderson
Maxine C. Henderson
Frederick Hoffman

Grace Church ***Trenton***
David Miller

St. Paul's ***Vanceboro***
Virginia Cleve
Abe Cleve
Muriel Brothers

St. Peter's ***Washington***
R. Hodges Hackney
Ann T. Harrell
Alice Lynch
Lex Mann
Edmund J. Pruden, III
Jim Speer

Zion Church ***Washington***
John Comish
Frances Douglas

Grace Church ***Whiteville***
Katherine Horne

Church of the Adv ***Williamston***

Mary Charles Coppage
Stan L. Crowe
Debbie Osborne

Church of the Serv Wilmington
Barbara Gonzalez
Dick Harold
Ann Hines

Good Shepherd Wilmington
Charlotte Magee
Wes Magee
Scott Nunn

St. Andrew's Wilmington
Steve Hattendorf
Patricia Howe
Donald Paap
Joe White

St. James Wilmington
Virginia Callaway
Frank Gibson
Judy Gibson
Deanes Gornto
Billie Holland
Ann Parker

St. John's Wilmington
Bob Cagle
Channing Daniel
John King
Helen Kutrow
Jane Lewallen

St. Mark's Wilmington
Susan Murphy
Thomas Warren
Sara White

St. Paul's Wilmington
Nancy Hosea
Sam Kneale
Jim Warren

St. Thomas	*Windsor*
Clara	Bell
George H.	Brandt
William	Hazelgrove

JOURNAL OF PROCEEDINGS
ONE HUNDRED ELEVENTH ANNUAL CONVENTION
HILTON INN, GREENVILLE, NORTH CAROLINA

On Friday, February 11th, 1994, at 9:00 a.m., The Rt. Rev. Brice Sidney Sanders called the One Hundred and Eleventh Annual Convention of the Diocese of East Carolina to order. Opening prayers were delivered before beginning the business session of the convention.

Nominations were opened for the office of Executive Secretary of the 111th Annual Convention. Mrs. Ginny Shew, Chairperson of the Nominating Committee, moved to nominate Jane wynne for the office of Executive Secretary. The nomination was seconded; nominations were closed, and Jane Wynne was duly elected.

Jane Wynne, Secretary of the Committee on Credentials, certified that a quorum was present at the convention in both orders: 55 priests, 147 lay delegates. She also reported 57 alternates, 5 retired priests, 7 deacons, 23 youth representatives, 74 guests and 5 seminarians were present.

Bishop Sanders then nominated Mr. P. C. Barwick as the Chancellor of the Diocese. The nomination was seconded; there was no discussion; the convention voted, and Mr. Barwick was duly elected. Bishop Sanders asked that David Stoller come forward and serve as Parliamentarian for the convention.

Mrs. Ginny Shew then nominated Mr. Holley Mack Bell for the office of Historiographer. The nomination was seconded; the convention voted, and Mr. Bell was duly elected. Mrs. Shew then nominated Mr. Wallace Weeks for the office of Treasurer.

The nomination was seconded, the convention voted and Mr. Weeks was duly elected.

Bishop Sanders then appointed Mr. Deanes Gornto as Dispatch of Business for the 1994 Convention.

Bishop Sanders expressed his appreciation to the 1994 Convention Committee as follows: Mr.Robert Van Veld, Chairman; Mrs. Gwendolyn Hodges, Mrs. Alicia Alford, Mrs. Pat Howe, The Rev. Edwin Smith, The Rev. Dick Warner, The Rev. Augustine Joseph, Miss Jane Wynne, Miss Judy Covington and The Rev. Joseph Cooper.

Mr. Robert Van Veld, Chairman of the Convention Committee, was called upon by Bishop Sanders to give his report and move for the adoption of the convention agenda. On behalf of the convention, Mr. Van Veld expressed his appreciation to the committee members for their work in preparation for the convention. Mr. Van Veld then moved for the adoption of the convention agenda, as shown in the workbook. The motion was then seconded and unanimously carried.

The Rev. JosephCooper was called upon by Bishop Sanders to introduce the three racism contact persons: Mr. Ted Gartman, Mrs. Sheila Walker and Deacon R.C. West. The Rev. Mr. Cooper asked the convention for feedback, pro or con, on the issue of racism.

Ms. Jane Wynne was called upon to read the list of committee appointments, as follows:

Nominations Committee: Mrs. Ginny Shew, Chairperson; Mrs. Connie Koonce, Mr. Dick Harold, Mrs. Patricia Joyce and The Rev. Phillip Glick.

Committee on Bishop's Address: The Rev.Robert Dannals, Chairperson; The Rev. William Brettmann, Mrs. Judy Adams, Mr. Tom Brown and Mr. Fred Hoffman.

Credentials Committee: Ms. Jane Wynne, Chairperson; Miss Judy Covington, Mr. Nehemiah Parker and Mr. Sky Bramley.

Committee on Courtesy: Mrs. Helen Kutrow, Chairperson; Deacon Vera Hayes, Mrs. Harriet Gruber and The Rev. Tom Cure.

Committee on Constitution and Canons: Mr. John Carter, Chairperson; Mr. David Stoller, Mrs. Clara Bell,The Rev. Tom Cure, The Rev. James Horton and The Rev. Josh MacKenzie.

Committee on Resolutions: The Rev. Lucy Talbott, Chairperson; The Rev. Robert Banse, Mr. Tom Holt and Mrs. Ann Bustard.

Bishop Sanders introduced and welcomed the following new clergy to the Diocese of East Carolina: The Revs.Robert Banse, Rector, St. John's, Wilmington; The Rev. Donald Brand, Rector, St. Mary's, Gatesville; The Rev. Barbara Chaffee, St. Thomas, Windsor; The Rev. Lee Cutair (absent), St. Thomas, Oriental; Mrs. Martha Honaker, Assistant, Holy Trinity, Fayetteville; The Rev. Thomas Midyette, Rector, St. Paul's, Greenville; The Rev. Gwynneth Mudd, Assistant, St. Peter's, Washington; The Rev. Frank Pisani, Retired, St. Paul's, Vanceboro; and The Rev. Carolyn West, Assistant, Christ Church, New Bern.

Bishop Sanders then introduced and welcomed the following new seminarians: Elizabeth Huskey, General; Sean Cavanaugh, VTS; Rebecca Dixon, VTS; Bomar Etters, VTS; Richard Martindale; VTS; and Alan Smith, Yale.

Bishop Sanders then presented his Address to the 111th Annual Convention of the Diocese of East Carolina. He paid tribute to Myrtle Tucker, George Hill, Mortimer Glover and The Rt. Rev. Hunley Elebash and a moment of silent prayer was observed.

Mrs. Ginny Shew, Chair of the Nominations Committee, was then called upon for her report. Mrs. Shew expressed her thanks to everyone for getting nominations in on time so they could be published in Cross Current.

The offices to be filled are found on Page 13 of the workbook and the nominations form is on Page 11. Further nominations must be turned in to the Secretary of the Convention by 1:00 p.m. today, February 11th, and must be accompanied by the consent of the nominee.

Following the reorganization of the Executive Council and the advent of the deanery, Mrs. Shew asked that these nominations be elected by acclamation as representatives to the Executive Council:

Albemarle/Clergy: The Rev. Joshua MacKenzie and The Rev. Ben Wolverton. Lay: Harriett Woolard and Stan Crowe.

Lower Cape Fear/Clergy: The Rev. Edwin Smith and Deacon Vera Hayes. Lay: Sky Bramley and Ginny Shew.

Pamlico/Clergy: The Rev. Gwynneth Mudd and Dr. Jo Ann Bell. Lay: Harry Douglas and Hodges Hackney.

Trinity/Clergy: The Rev. PhillipCraig and the Rev. Johnson Hagood. Lay: Jo Parrott and Ruby Siler.

Upper Cape Fear/Clergy: The Rev. Scotty Brock and The Rev. Tom Cure. Lay: Trish Joyce and Tom Holt.

Mrs. Shew moved for election by acclamation; the motion was seconded; there was no discussion; the convention voted and the motion was unanimously carried.

Bishop Sanders then announced the nominees for the Standing Commitee: The Revs. Robert Hobgood, Russell Johnson, Gary Noteboom, Richard Warner and Mrs. Nancy Broadwell. There were no further nominations from the floor, the nominations were closed and the convention voted.

At this time, a videotape prepared by Mrs. Alicia Alford, outlining diocesan outreach ministries on was shown to the convention.

Bishop Sanders called upon Mr. John Carter for his report on the Constitution and Canons. Mr. Carter advised that there are two constitutional changes and one canonical change as outlined on Pages 76 and 77 of the workbook and as contained on the green sheet. Mr. Carter briefly touched upon the changes under consideration and advised that hearings will be held on the proposed changes later today.

The Rt. Rev. David Alvarez, Bishop of Puerto Rico, was asked to come forward and speak to the convention on the diocese's new companion relationship. Bishop Alvarez spoke on the importance of support and companionship among all people and the development of true relationships and partnerships in Christ.

Bishop Sanders announced that all nominations must be presented by 1:00 p.m. today and all resolutions are to be presented in writing to the secretary by 1:00 p.m.

Following a brief recess, Bishop Sanders reconvened the convention and called upon Mrs. Nancy Broadwell to report on the Epsicopal Church Women on Mrs. Frances VonRosenberg's behalf. Mrs. Broadwell spoke briefly to the convention and filed the ECW report to the convention as submitted.

Bishop Sanders then led a short prayer for Mr. Robert Swindell, who is undergoing surgery for cancer.

Mrs. Alicia Alford, Assistant for Communications and Stewardship briefly highlighted the special projects and accomplishments of the Communications Committee as appears on Pages 37 and 38 of the workbook, together with the goals and commitments of the parishes of the Diocese of East Carolina to stewardship, the report of which appears on Page 68 of the workbook.

Bishop Sanders announced the following election results for the Standing Committee: The Rev. Robert Hobgood, St. Timothy's, Greenville; and Mrs. Nancy Broadwell, Holy Trinity, Fayetteville.

The Rev. Robert Hobgood, Chairman of Congregations and Development, was called upon for his report. The Rev. Mr. Hagood advised that the Carolina/Virginia Small Church Conference at Trinity Center will take place in the spring and highlighted the various workshops that will be presented. One of the greatest needs that the Diocese has is the acquisition of land and he encouraged the start of a land acquisition fund for this purpose.

Bishop Sanders then recognized the youth representatives present at this year's convention. They stood and were welcomed by the convention delegates, alternates, priests, guests, etc.

Bishop Sanders called upon The Rev. Dr. Richard Warner for his report on Christian Formation. The Rev. Mr. Warner spoke to the convention on the chief tasks of this new department of redefining its scope and its mission, and to that end, an overnight Needs and Goals Conference has been scheduled at Trinity Center on March 11th and 12th. Other activities will include a Family Ministries Conference on August 26th and 27th.

Mrs. Marty Fulton, Chairperson of the Department of Missionary Outreach, was called upon to speak to the convention. Mrs. Fulton advised that this department has enthusiastically come together in the last year and the various outreach ministries in the Diocese have enhanced one another. Mrs. Fulton then briefly outlined the various accomplishments of the department.

In the absence of Mr. Mike Thomas of the Church Pension Fund, Bishop Sanders called upon David Stoller read a brief statement prepared by Mr. Thomas, who was unable to attend. Mr. Thomas' comments included pension and health care issues and the costs of same and his expression of thanks to all for the continued support he has received from the Diocese.

Bishop Sanders called upon Mr. Wallace Weeks, Treasurer of the Diocese, to report on the 1993 budget. The Diocese again came in under budget and 1993 was a good year. Mr. Weeks then highlighted the various items in the budget and gave a brief overview of the income and expenses for the year. A motion was made to accept the 1993 Treasurer's Report, the motion was then seconded.

Dr. Allen Hornthal, Chairman of the Finance Committee, was called upon for the presentation of the Proposed 1994 Budget. Dr. Hornthal advised that the budget is in the workbook and hearings will be held after today's session, at which time any

questions will be responded to or any necessary clarification given. Dr. Hornthal then submitted the 1994 Proposed Budget, which will be voted on tomorrow.

The Rev. Russell Johnson then introduced Mr. Rick Templeton, who came forward and spoke to the convention. Mr. Templeton referred the convention to two documents that are available on the subject of Restorative Justice and the various aspects and importance of the concept of restorative justice. Mr. Templeton recounted many of his own personal experiences in his odyssey to God and how the church became an integral part of his life. He advised that he will be available for discussion during the breakout sessions.

The Rev. Joe Cooper came forward and explained the luncheon break and the discussion sessions to take place this afternoon. The Rev. Mr. Cooper announced where meetings will be held for various groups. Noon Day Prayers were offered by The Rev. Mr. Cooper and the morning session of the convention was adjourned until 2:00 p.m., at which time the breakout sessions will convene and continue until 4:00 p.m.

Following the lunch recess and breakout sessions, Bishop Sanders reconvened the convention at 4:00 p.m. and called upon Mr. William Moore to address the convention on Thompson Children's Home. Mr. Moore outlined the activities and accomplishments of Thompson Children's Home in 1993 and advised that the full report appears on Pages 64 and 65 of the workbook.

Bishop Sanders asked the Rev. Jim Cooke to come forward and report on Bob Swindell's condition. The Rev. Mr. Cooke has been in touch with Mrs. Swindell, and Bob's prognosis is excellent with no further intervention anticipated.

Bishop Sanders welcomed Mrs. Katerina Whitley back to the Diocese after lovingly chastising her for leaving in the first place. Mrs. Whitley is now the Chief Spokesperson for the Presiding Bishop's Fund for World Relief. Mrs. Whitley discussed the many issues confronting the church today and expressed her deep appreciation for the love and support of the members of the Diocese.

Bishop Sanders called upon Mr. Rodney Babe, President of the Haiti Fund, for his report. Mr. Babe spoke of the conditions in Haiti and the tremendous and complex needs of the Haitian people. The convention was referred to Page 49 of the workbook for a recap of the progress of the Haiti Fund in the last year.

Dr. Robert Adams, President of the Episcopal Foundation, was asked to address the convention. Dr. Adams announced that the Episcopal has had its best year in history. Invested assets for the foundation have been invested at a rate in the top two percent of all endowments in the country. The following board retirees were recognized and thanked for their efforts: Holley Mack Bell, Harold Broadfoot, Mary Mitchell and William Morris. Special thanks were extended to Channing Daniel, past President, for his tremendous work for the Episcopal Foundation.

Bishop Sanders called upon Mr.Tom Holt, who introduced those individuals wishing to present resolutions of thanksgiving and in memoriam.

The Rev. Jack Ormond presented and read a resolution in memoriam of the Rt. Rev. Hunley Elebash, who died on October 20, 1993. The Rev. Mr. Ormond respectfully submitted the resolution for acceptance. There being no objection, Bishop Sanders requested the passage of said resolution, and the

convention stood for a moment of silent prayer.

Ms. Trish Joyce came forward to present and read a resolution in memory of the Rev. Robert H. Bonner. Ms. Joyce respectfully submitted the resolution for acceptance. There being no objection, Bishop Sanders requested the passage of said resolution, and the convention stood for a moment of silent prayer.

Mr. Al Matthews then presented and read a resolution in thanksgiving for the ministry of the Rev. John E. Banks. Mr. Matthews respectfully submitted the resolution for acceptance. The motion was seconded and the motion was unanimously passed.

Ms. Virginia Calloway came forward and presented and read a resolution in memoriam of Mortimer Glover, who died on January 11, 1994. Ms. Calloway respectfully submitted the resolution for acceptance. There being no objection, Bishop Sanders requested the passage of said resolution, and the convention stood for a moment of silent prayer.

Mr. Mike Morgan then presented and read a resolution in memoriam of Myrtle Tucker, who died on January 20, 1994. Mr. Morgan respectfully submitted the resolution for acceptance. There being no objection, Bishop Sanders requested the passage of said resolution, and the convention stood for a moment of silent prayer.

Mr. Tom Holt then presented and read the proposed resolutions, which included the following: a resolution on the Creation of an International Community Development Foundation, a Resolution Against Racism, a resolution on Refugee Ministry, a resolution on Seafarer Ministries and a resolution on a diocesan-wide

Stewardship Plan.

Bishop Sanders announced that all resolutions will be discussed today in hearings and will be presented for action tomorrow.

The following nominations were then announced by Bishop Sanders:

Executive Council/Clergy: The Revs. Ron Abrams, David Chamberlain, Jeff Douglas, Jim Horton and Jim Taylor.

Executive Council/Lay: Ann Cochran, Charles Jones, Larry Overton, Carl Ragsdale, James Warren and Sarah Lee White.

Trustee of the Diocese: John Carter and Allen Hornthal.

Trustee of Thompson Children's Home: The Rev. King Cole.

Bishop Sanders called upon Mrs.Terry Hines, who came forward and advised the convention of the various arrangements for the "Fiesta" this evening.

At 5:37 p.m. Bishop Sanders adjourned the February 11th session of the Annual Diocesan Convention of the Diocese of East Carolina. Proceedings will be resume at 9:00 a.m.

Saturday, February 12 Session

Bishop Sanders delivered opening prayers, followed by the Liturgy of the Word, before beginning the legislative session of the convention.

Bishop Sanders took a moment to recognize Ms. Cooper Parham, North Carolina's Junior Miss from St. Mary's, Kinston, and he then explained the rules of the elections and the convention voted for the offices to be filled.

Mr. John Carter was called upon by Bishop Sanders and came forward and moved for the adoption of the proposed amendment to the Constitution of the Diocese of East Carolina as described on Page 76 of the workbook, and the proposed amendments to the Canons of the Diocese of East Carolina as described on Page 76 of the workbook, and the proposed amendments to the Canons of the Diocese of East Carolina as described on Page 77 of the workbook. The motion was seconded, and Bishop Sanders spoke briefly on the subject. Lengthy discussion followed, for and against, the question was called for and the convention voted as follows: 137 for and 74 against. The amendments, as described, were duly passed.

Mr. Carter then moved for the adoption of the proposed amendment to Article IV of the Constitution of the Diocese of East Carolina, which was discussed during Friday's hearings and this is the first reading of this amendment. The motion was seconded, discussion followed and the convention voted. The amendment, as described, was duly passed.

Bishop Sanders announced the following election results:

Executive Council/Clergy: The Revs. Jeff Douglas, Jim Horton and Jim Taylor.

Executive Council/Lay: Larry Overton, Carl Ragsdale and Sarah Lee White.

Trustee of the Diocese: Dr. Allen Hornthal.

Trustee of Thompson Children's Home: The Rev. King Cole.

Bishop Sanders then called upon The Rev. Sherman Miller for his report on the Companion Diocese. The Rev. Mr. Miller spoke briefly and advised that the full report appears on Page 43 of the workbook.

The Rev. Robert Hobgood, Chairman of the Department of Congregations and Development, was called upon by Bishop Sanders and moved for the admission of St. Francis By-the-Sea as a new congregation in Salter Path. The motion was seconded; there was no discussion; the convention voted and the motion was duly passed.

Mrs. Gloria Price, Chairperson of the Commission on Aging, was called upon and presented the awards for Unsung Service by Older Adults to eleven individuals. Mrs. Price then presented the major award to Henry L. Taylor of St. Anne's, Jacksonville. Mr. Taylor came forward and expressed his heartfelt appreciation and thanks for this award.

Bishop Sanders recognized and welcomed Christy Gonzalez and Hope Pollock to the Diocese. These two young individuals participated in the video that was shown yesterday on Servant Ministries.

Dr. Allen Hornthal, Chairman of the Finance Committee, was called upon to move for the adoption of the 1994 Budget. Dr. Hornthal advised that budget hearings were held on Friday and referred to the proposed budget on Page 19 of the workbook.

Several points of clarification were made by Dr. Hornthal and the budget was presented for adoption. The motion was seconded, the convention voted and the 1994 Proposed Budget was duly adopted as presented.

Bishop Sanders called upon Bishop Charles Vaché, who came forward to speak to the convention. After giving a brief summary of his past activities, Bishop Vaché advised that he is working on clergy concerns and will continue to do more on that issue. Bishop Vaché then expressed his pleasure with the quality of the ministry of both the laity and the clergy in the Diocese of East Carolina and expressed his appreciation to the entire convention for their support.

Ms. Carol Taylor, Youth Director, was called upon by Bishop Sanders for her report on the Department of Youth. Ms. Taylor advised that the youth program continues to flourish and two weeks ago, at the Youth Convention in Kinston, 355 youth were in attendance. The full report of the Youth Commission appears on Page 67 of the workbook.

Ms. Taylor expressed her personal thanks to Ms. Cookie Cantwell for her continued service to the youth of the Diocese. Ms. Taylor announced that on Super Bowl Sunday, the youth of

the Diocese participated in the first "Souper Bowl Sunday," which was very successful.

Camp Trinity had an attendance of 573 campers over the past summer. Camp Trinity brochures for 1994 have been mailed and as of last Friday, 225 applications were received.

Ms. Taylor also addressed the issue of the multitude of temptations and struggles facing our youth today and the importance of the church's ability to seek possible solutions to these problems.

Bishop Sanders called on Carl Ragsdale, President of the Board of Trinity Center, for his report. Mr. Ragsdale reported that all is going well at Trinity and referred the convention to the full report which appears on Page 65 of the workbook for a brief overview of the activities of Trinity Board. Mr. Ragsdale then recognized the current members of Trinity Board and welcomed the new members.

Mr. Mike Morgan, Executive Director of Trinity Center, came forward and briefly outlined the various activities at Trinity Center. The full report appears on Page 66 of the workbook. Mr. Morgan advised that overbooking and cancellations continue to be a problem and asked that people be realistic when booking events. Mr. Morgan then recognized and thanked Ms. Jacque Mason for her continued efforts that have helped so much with the activities at Trinity Center.

Bishop Sanders then called upon Mrs. Rosemary Stark, Chairperson of the Interfaith Refugee Ministry, for her report. Mrs. Stark briefly spoke on the current efforts of the ministry and reported that 1994 is shaping up to be a busy year. The full report appears on Page 55 of the workbook.

Bishop Sanders then announced that the Standing Committee had elected:: The Rev. Gary Fulton, President; The Rev. Jim Cooke, Vice President; and Mrs. Billie Craft, Secretary.

Mr. Tom Holt was asked to come forward and present the proposed resolutions with amendments where appropriate. Mr. Holt referenced the first resolution on the Diocesan Stewardship Plan with a few changes for clarification and then moved for the adoption of this resolution. The motion was seconded; there was no discussion; the convention voted and said resolution was duly adopted.

Mr. Holt then moved for the adoption of the resolution on Seafarer Ministries with one typographical error. The motion was seconded; there was no discussion; the convention voted and said resolution was duly adopted.

Mr. Holt moved for the adoption of the resolution on the Creation of an International Community Development Foundation as presented with no changes. The motion was seconded, there was brief discussion, and one change was made to delete the world "little." Following further discussion, a motion was made to table this resolution. The motion was seconded, the convention voted and the resolution was tabled.

Mr. Holt then moved for the adoption of the resolution on Racial Justice and Reconciliation with one typographical error. The motion was seconded; discussion followed; the convention voted and said resolution was duly adopted.

Bishop Sanders then presented the following nominations:

Commission on Ministry: The Rev. Gwynneth Mudd, The Rev. Bill Brettmann, Mrs. Helen Kutrow and Mrs. Ann Parker, for a

one-year unexpired term. The nominations were seconded, the convention voted and the nominations were unanimously carried.

Members of the Episcopal Foundation: Mr. Carl Ragsdale, Mr. John Murchison, Mrs. Coleman Hardy and Mr. David Stoller. The nominations were seconded, the convention voted and the nominations were unanimously carried.

Trinity Center Board: The Rev. Ron Abrams, Mr. Irvin Holland, the Rev. Ed Dunlap, Mr. Frank Wakefield, Mrs. Caronell Chestnut and The Rev. Joe Cooper. The nominations were seconded, the convention voted and the nominations were unanimously carried.

Bishop Sanders then called upon The Rev. Robert Dannals for his report from the Committee on the Bishop's Address. The Rev. Mr. Dannals expressed the deep appreciation of the Diocese to Bishop Sanders for his dedicated and continued leadership and guidance in the past year. Bishop Sanders received a standing ovation from the convention.

Bishop Sanders called upon Mrs. Helen Kutrow for her report from the Committee on Courtesy. Mrs. Kutrow presented a resolution regarding the expression of appreciation and thanks to the Diocesan Convention Committee and its Chairman, Mr. Robert Van Veld, and for the hospitality of St. Paul's and St. Timothy's of Greenville and Emmanuel Church of Farmville. Appreciation was also expressed to St. Peter's Catholic Church for providing a wonderful setting for the opening celebration.

Mrs. Kutrow also gave thanks to the Rev. Joseph Cooper and the Liturgical Commission, along with special thanks to the Ecumenical Dance Company for their presentation. Appreciation was also expressed for the presentations of Mr. Rick Templeton,

Katy Whitley, Rodney Babe and Bishop Alvarez.

Bishop Sanders then asked Mr. Ted Gartman to come forward and report on racism contacts. Mr. Gartman spoke to the convention briefly on the feedback received from individuals since last year's convention and encouraged further dialogue from the convention in a continuing effort on this most important issue.

There being no further business and no new business, Bishop Sanders expressed his appreciation to the convention for their support and participation in the 111th Annual Convention of the Diocese of East Carolina and led the convention in the Liturgy of the Table.

The Holy Eucharist was offered and Bishop Sanders then adjourned the 111th Annual Convention of the Diocese of East Carolina at 1:30 p.m.

BISHOP SANDERS' SERMON
ONE HUNDRED AND ELEVENTH ANNUAL CONVENTION
ST. PETER'S ROMAN CATHOLIC CHURCH
FEBRUARY 10, 1994

Luke 4:18 The Spirit of the Lord is upon me, because he has anointed me to bring good news to the poor. He has sent me to proclaim release to the captives, and recovery of sight to the blind, to let the oppressed go free.

I bought a boat once. I was young and my family was young. I spent way too high a percentage of income for that boat, but I thought it would be life-giving for me and my family. I was wrong. Every time I had a day off, or even a half-day off and I would go out my front door to go somewhere, that boat would speak to me. It would say, "You paid too much for me. Your family is doing without things so you can have me. Therefore, it is your responsibility to use me whenever you have any spare time at all. Now go get your car, hook my trailer up to it, and let's go have fun, fun, fun." I came to hate that boat. I didn't possesss it; it possessed me. Freedom for me was selling that boat.

My good friend, Billy Neville wanted a new Jaguar automobile more than he wanted anything else in the world. After literally scrimping and saving for years, he bought his new Jaguar and proudly drove it home to show to his wife. He got home, and he couldn't get out of the car. Try as he might, he was imprisoned. The electrical system had failed and he could not open a window or a door. That which he valued most highly had become, in a very symbolic sense, his tomb. As so it is with so much of life.

Billy Joel sings about the shopping malls in our country as being no man's land where everyone is alienated and disconnected. He sings of contemporary America's prayer in these words, "Give us this day our daily discount outlet merchandise. The teenagers at the mall he describes in these words, "I see these children with their boredom and their vacant stares, God help us all if we're to blame for their unanswered prayers".

What Billy Neville sought in his car, and I sought in my boat, and the world continually promises us in every T.V. ad ever made is that the use of my product will give you life.

The world promises life, and delivers death. Jesus promises death and delivers abundant life.

John is in prison and he sends his disciples to Jesus to ask "Are you the one that is to come, or are we to wait for another." Jesus' reply is, "Go and tell John what you hear and see; the blind receive their sight, the lame walk, the lepers are cleansed, the deaf hear, the dead are raised, and the poor have good news brought to them". In short, don't listen to what people are saying; look at what's happening. People are having

life-giving experiences all around you. Whenever Jesus is present, life happens.

This is why our servant ministries are so desperately important to me. For to the homeless, the Mexican migrant, the poor, those in prison, the refugee who is resettled, and the hungry, we are providing about the only life-giving experience they know. And, my God, the life that is given through our youth program and Camp Trinity! And every time I visit your congregations I am given life because I see life given to others. Life being given in the healing ministry I participate in at St. Peter's, Washington during the major service. Life being given in the worship and music in nearly all of our churches. Stories told me about every priest and congregation in this diocese. Stories told me about you from people to whom you have given life. Celebrate the life you have been given and celebrate the life-giving you are doing.

Our legislature meets now in Raleigh and it will vote to build more prisons; a clear admission of the failure of society to care for all its people. And believe me, unless we begin to change structures which allows so many of our children to grow up in death-dealing communities, we are not going to be able to build prisons fast enough to take care of all our criminals.

My daughter works in the neo-natal unit at Pitt Memorial Hospital. She talks with tears in her eyes of the horror of the numerous premature babies born to mothers who are on crack cocaine, and how victimized they are. And the violent criminal doesn't think your life is worth anything, for neither he, nor anyone he knows, including his family believes his life is worth anything. I will practice senseless violence on you, because I have been the victim of senseless violence and indifference all my life. Read your headlines. Yesterday's News and Observer headlines read, "Thirteen Year Old Shot At Public Housing". He and his friend were playing, they got into a brief argument and his seventeen year old friend took a twenty-two pistol and shot his friend in the shoulder. The boy will recover his life to live into death, for he has no more chance than the premature baby hooked on crack cocaine. Each of us is here because somebody, family member, teacher, minister, somebody, cared about us. There are more and more children out there for whom nobody cares.

Shortly we will stretch forth our hands across the altar rail to receive the Christ. And Jesus will enable us to receive the Christ in order that we may be the Christ to others. For those who we know by name, who are fortunate enough to live in our neighborhoods, we can be life-giving in person. But there are so many nameless ones today. Pray that this diocese may be enabled by its resources and its vision to find new ways to give life to those who are nameless to us. And one day pray for God's kingdom to come in such a way that we have the courage to go into their communities and learn to call the nameless ones by name.

Let me close with our prayer book's prayer for prisons:

Lord Jesus, for our sake you were condemned as a criminal; Visit our jails and prisons with your pity and judgement. Remember all prisoners, and bring the guilty to repentance and amendment of life according to your will, and give them hope for their future. When any are held unjustly, bring them release; forgive us and teach us to improve our justice. Remember those who work in these institutions; keep them humane and compassionate; and save them from becoming brutal or callous. And since what we do for those in prison, O Lord, we do for you, constrain us to improve their lot. All this we ask for your mercies sake. Amen

BISHOP SANDERS' ADDRESS
ONE HUNDRED AND ELEVENTH ANNUAL CONVENTION
HILTON INN, GREENVILLE
FEBRUARY 11, 1994

My Dear Sisters and Brothers in Christ:

I could not begin this convention without asking us to stand for a moment of silent prayer in memory of, and thanksgiving for, the lives of Myrtle Tucker, George Hill, Mortimer Glover and Hunley Elebash. Let us stand, please. Myrtle Tucker was our dietician at Trinity Center almost from Trinity's beginning. I said at her memorial service at Trinity that if that many of her friends had gathered and she was still alive, she would be cooking for them. George Hill was not a member of this diocese very long, but he made a huge impact in the short time he was here both as Interim at Hampstead, and as consultant to the Search Committee at St. John's, Wilmington. I realized during Mortimer Glover's funeral a few short weeks ago that I had been six years old when he became Rector of St. James, Wilmington. He had a tremendous impact on St. James, Wilmington and on the diocese as a whole. And enough cannot be said about Hunley Agee Elebash. For me he was an outstanding mentor, teacher, friend. I miss him more than you can ever know.

Nor could I begin this convention without expressing to each and every one of you, and to all of those whom you represent, my deepest thanks for your prayers and love and support. Without that, I could not stand before you. I thank God daily for His grace and yours poured out so abundantly into my life. I want to add that the most essential part of my ministry as your Bishop is that prayer be offered--and this diocese and its people be held up to God--both at your Diocesan Office and at Trinity Center daily. For this is the alpha and omega of our life together. Without this we cannot do our work together. Without this, we should not even try.

This address is not going to be politically correct. For it seems to be politically correct in this day and time to say how awful everything is in the church. Nothing could be further from the truth in East Carolina. I think we have had one of our strongest years together in the fifteen years that I have been your Bishop. The reason is simple. It is the strength and quality of our clergy and laypeople. I experienced it most directly this past year in working with the strongest and best Diocesan Executive Council that I have ever worked with. As they retire, I offer them my deepest thanks.

Shortly after this convention adjourns, I will dedicate two beautiful new church sanctuaries, Christ Church, Hope Mills and Holy Trinity, Hampstead. Tomorrow you will receive in union with this convention a brand new vibrant and alive congregation, St. Francis, Bogue Banks. Our Mexican congregation in Yeatsville is

alive and flourishing. The bad news is that Father Tony has left. The good news is that a congregation that we thought would collapse when Father Tony left continues to flourish and grow under the direction of The Rev. Gary Fulton and Sue DuVal.

You, the congregations of this diocese, have pledged an additional $96,000 to the diocese for 1994. Literally, with the exception of one or two congregations, every congregation in the diocese is doing everything within its power to raise its giving to the diocese one or two percentage points a year until they reach 25%. This continues to enable and strengthen our servant ministries.

I congratulate us on our companion relationship with the Diocese of Puerto Rico and I rejoice in the presence of our honored guest, Bishop Alvarez at this convention. This relationship will enrich us deeply in the days and years to come.

I knew that the quality of our Diocesan staff was unsurpassed, but I wasn't sure anybody else appreciated them as I do. Then I went to your Executive Council and timidly asked for a five percent across the board increase for all of my staff and no increase for me. Your Executive Council who worked unusually closely with this staff this past year immediately disagreed with me and voted unanimously for a 7.5% across the board proposed increase for everyone. I support and endorse this decision enthusiastically. They deserve it, and it has been a long time coming.

I will introduce them one by one, but save your applause until they have all been introduced. Carol Taylor who has the best youth program in the universe. She recently had almost four hundred persons present at her Diocesan Youth Convention. Alicia Alford, the newest kid on the block who has done an outstanding job with Cross Current, stewardship and the new diocesan video that you will see shortly. Jane Wynne, who so efficiently this past year continued to wear all of her hats, started wearing a bunch that King McClaughon left, and burned the midnight oil discovering a way to save all of us a 28% increase in health insurance costs. Lynn Brown, secretary to the world, Judy Covington, bookkeeper extrordinaire, and secretary/receptionist Cynthia Pollock, one of the nicest people you could ever know. Nor can I forget the Trinity Staff. You just can't do any better than Mike and Helen Morgan, Jacque Mason, Joanne Bowers, and all the folks at Trinity, including our Sound to Sea staff.

I will not talk directly about servant ministries today. That is because the video you will see in a few moments does that so well. I talk about giving at the conclusion of that video because I don't think we can even begin to live into our full humanity until we see ourselves primarily as givers and not takers. That is why two of the cornerstones of my ministry in your midst have been stewardship and servant ministries. Because both these activities teach us to live as givers. Alan Smith,

seminarian son of Canon and Mrs. Ed Smith reminded me of a quote in a paper he wrote. I would share that quote with you now. "The natural self lives in getting and forgetting. The Christian self lives in giving and forgiving." Help your parish become a giving and forgiving community.

The major happening this past year has been our diocesan reorganization which will be completed when we elect our new Executive Council. I cannot tell you how much more efficiently four departments operate rather than approximately thirty-five committees. And the interconnectedness which will now exist between our congregations, Executive Council, four departments and the Deaneries will not only allow us to operate more efficiently, but will go a long way toward energizing our vision.

I will be asking our 1995 Convention to authorize a Capital Funds Drive to begin immediately following the conclusion of that convention. We need one million dollars simply in order to complete Trinity Center. We planned for ninety beds in the conference center, for example. Because of funds, we were only able to build for sixty beds. There are a number of things requiring several million more. For instance, we need additional money for land aquisition, capital repairs for smaller churces, and creation and enablement of servant ministries both here and abroad. I will ask our Executive Council to formulate a detailed plan to present to you in 1995.

It was my privilege last week to worship at one of America's outstanding cathedrals. Located in Chapel Hill, N.C., this cathedral is known as the Dome of St. Dean. 22,000 worshippers gathered there. I was present when the service began. It had the trappings of a much richer, much earlier day when royalty flourished and knights and dragons roamed the land. The court musicians were there, only now we call them a pep band. The vestal virgins and acrobats of the court were there only now they are known as cheerleaders. The court magicians were present, men with names like Montross and Reese and Hill and Lang and such magnificent magic they performed. The congregation craned to catch a glimpse of two of the most powerful hardwood wizards in all the world, Smith and Krzyzewski. And you would not believe the intensity of the congregational singing when Stackhouse or Phelps took off for a break-away slam dunk. Oh, but the powers of darkness were present, too. Three tiny nasty little men dressed in striped shirts so the congregation could identify them and greet them appropriately. The two hardwood wizards and the congregation hated the tiny, nasty little men and tried to break their dark spell by calling them vile names, but to no avail. For the tiny, nasty little men possessed powerful whistles and when they blew their whistles the court magicians would freeze in their tracks and for a time, no more wonders could they perform.

Please don't get me wrong. I loved every single minute of it. I can think of only two or three other events that I have attended that I enjoyed as much. But think with me for a moment.

If a person can tell what he values and worships by flipping through his check stubs, a society can tell what it values and worships most by the amount with which a vocation is rewarded. Well there is no question about who is valued and rewarded in our society. It is the actor/singer/songwriter/sports figure who entertains while we sit and passively watch that is worshipped and adored. John Madden is going to be paid thirty million dollars over a five year period to telecast football games? Come on, society, get real. Do we really care more for John Madden than the hungry, homeless, poor and dispossessed. No matter what we say, it appears we do. And through actors, entertainers, sport figures, you and I continue to vicariously live out the American dream.

Let's listen to a man who is actually living out the American Dream. Let's listen to singer, songwriter, adored entertainer, Billy Joel. Idolized by his fans, married to a beautiful model, together they have a gorgeous daughter, and all the money that one could possibly want. Certainly he is living the wonderful life. Or is he?

Listen to his words from his darkly autobiographical compact disc, "River of Dreams".

"In the middle of the night, I go walking in my sleep,
From the mountains of faith, to a river so deep.
I must be looking for something; something sacred I lost.
But the river's too wide, and it's too hard to cross."

Billy Joel has lived the American dream as truly as anyone and he has come up empty. He wants desperately to take the leap of faith but, unable to do so, he wanders forlornly along the river's shore. St. Augustine put it another way when he said our hearts are restless until they find their rest in God. German theologians and philosophers labeled the restlessness angst. But what they are all talking about is that emptiness and restlessness and uneasiness and hollowness deep inside ourselves that we all run from. And we almost all use the same ways of running. Perhaps for you its wealth or material possessions, it may be drugs or alcohol, it may be illicit affairs, or working too hard or not working hard enough, or seeking ceaseless noise and entertainment. Well, I have news for you Christian. You are running from you, yourself, and you will never get away. I have other news for you, Christian. God will give you you, but He can only give you the whole, healthy put-together you if you are prepared to receive yourself in order to give yourself away.

So we share two tasks, my dear sisters and brothers. The first is to proclaim Jesus the Christ as personal Lord and Saviour of our lives. The second is to live lives that do not mirror the priorities of the world, but the priorities of Christ. To role model that for the sake of others so that they can stop running quite so hard, too. Is it too much to hope for a day when I can become as passionate about the poor, the widowed, the

homeless, the destitute as I was that night about Carolina basketball? I believe God can do that in me, and for me and with me. I believe he can do it in you.

Through the grace of our Lord Jesus Christ, the love of God, and the power of the Holy Spirit, like it or not, God is changing us into the saints He created us to be. And above all other earthly things, I rejoice that God called me to stand in your midst beside the river of faith. Thanks be to God.

HOMILY
(The Rt. Rev. C. Charles Vaché - February 12, 1994)

A few thoughts this morning about our theme for this Convention - Do Justice/Love Kindness, or in the more familiar translation, "to do justly, to love mercy" (Micah 6:8). One of the first things which comes to my mind on hearing those words is the story of Jesus addressing the crowd of those who would have stoned to death a woman taken in adultery. "Let anyone among you who is without sin be the first to throw a stone at her." (John 8:7) That's when we are reminded vividly of the tension between doing justice and loving mercy and kindness.

Another thought about our theme. If we are talking about strict justice these days, that it should be administered to all who do wrong, remember what Jesus said that "if your eye offends you, pluck it out. . . or if your hand or foot cause you to stumble, cut it off and throw it away". That's when we become aware of and love mercy and kindness. Otherwise, most of us would be walking around blind and maimed this morning.

There is a legend about the days when a king was also the Lawmaker and Judge. In this legendary small kingdom where all had been peace and tranquility, there occurred a series of crimes, some minor and others quite serious. The citizens no longer felt safe on the streets or in their own homes. Robberies and rape, murder and mayhem were the order of the day. Alarmed by the rapid rise in the crime rate, the king commanded that all crimes would be punished. For those found guilty of minor crimes, one eye would be required. For those found guilty of major crimes where bodily harm or death had occurred, two eyes would be taken in punishment for the crime.

Shortly after the decree, the king's only son and the heir to the throne was caught committing a major crime and being found guilty, the king proclaimed that the sentence of taking two eyes would be carried out. The people recoiled in horror that the father would carry out such a sentence on his own and only son, the heir. He was petitioned by the people to remit the sentence in this case but the king would not relent and commanded that the sentence be carried out.

On the day appointed, in the public square where all sentences were executed, the whole kingdom gathered to see if the king would allow his son to be blinded. The king ordered that the first eye be removed and to the dismay of the people the executioner took a red hot poker and the son's left eye was blinded. The king then ordered the second eye to be put out but as the executioner moved to do so, he stepped in front of his son and required the executioner blind the king in his own right eye.

From that day on, wherever the king and son met and saw each other, the son was reminded of two things - his crime and the great love, compassion and mercy which his father had for him in giving his own eye for his son so that he would not be blind for life. When the son saw the father, he could see the cost of that love and know the gratitude which such a sacrifice elicits.

To do justice and to love kindness - to do justly and love mercy - reminds us that sometimes we may find ourselves in the place of the king - and sometimes we may find ourselves (if we have not already done so) in the place of the son.

The story of Jesus is far more profound than the legend of the king and his son - its just that we are so accustomed to hearing it that it tends to lose its punch and poignancy. Jesus lived and died for us and was raised from the dead for us, that we might

die to self, be raised with him and live in him and for him. He gave himself for us that we might be givers for him to others. He does justice for us and in his loving kindness he loves mercy and we are the recipients of that. To use the analogy of the king and his son, whenever we see the cross, we can see the cross because Jesus has born our burden in such a way that we are saved from being blinded for life. Mercy and Justice, Loving Kindness and Doing Justice seem to be the way God does his business with us and we are called to go and do likewise.

Finally, as most of us are aware, to use the words of a fellow Episcopalian in a somewhat different context, we do not live in a kinder or gentler America or world. We hear that the way to go is "three strikes and you're out" of circulation and in prison for life. The cry is for vengeance, to see the murderer put to death or to put criminals in jail and throw away the key.

We may sometimes feel like the voice crying in the wilderness when we talk about doing justice and loving kindness and mercy, or when we talk about reparative justice and making attempts at rehabilitation of those found guilty of crimes. But the world needs to hear that voice. The United States needs to hear that voice.

Those in the legislatures, the state houses and the white houses need to hear that voice. Those in prison and on death row need to hear that voice. If we, the Church, the body of Christ, do not cry out - how else can Jesus speak?

We are all called to "Do Justice/Love Kindness" and to walk humbly before our God. Amen.

The Rt. Rev. C. Charles Vaché
Assistant Bishop

COMMISSION ON AGING

To the Bishop and the One Hundred and Eleventh Annual Convention of the Diocese of East Carolina:

The focus of this year's work was to present aging in a more favorable light. Aging has been a subject that most of us would rather not look at too closely. But there is a positive side that is often overlooked. As we retire we find time that we have never had before - time to pursue hobbies, to visit with friends and family, and to help others in the church and the community. Many people within our church communities use this new found time to be of service to others and in so doing serve a living Christ. These were the people we felt needed to have a light shown on them so that others could see a more positive side to aging.

In order to do this we will present at this year's convention an Award for Unsung Service by Older Adults. Notice was given of the award to each delegation at last year's convention.

Seventeen nominations were received. Judging was done by the Commission on Aging in the Diocese of Western North Carolina. All nominees were well qualified, and able workers for both Church and community. However, one will receive recognition for work that is truly outstanding.

Through the commission, the Diocese sponsored with the other dioceses and denominational groups the Eighth National Symposium Ministry with the Aging held this year at Kanuga. The title of this year's symposium was "Holy Ground: Approaching the issues of late life." Six people from our diocese went and received much information and spiritual

renewal for work with the aging.

We again sent in dues to keep our membership with ESMA. In return we received material for "Age in Action" Sunday which was distributed to all parishes.

Respectfully submitted,

Gloria Price, Chair

COMMUNICATIONS

To the Bishop and the One Hundred and Eleventh Annual Convention of the Diocese of East Carolina:

What is happening in the Diocese in the way of communications is exciting and fun. It is exciting because we have a wonderful story to tell and you are all so eager to hear about the works of one another. Each issue of *Cross Current* has more material submitted than I could possibly print in a font size large enough to read. Your response has been overwhelming.

Here is just a quick run-down of what has been accomplished this year in an effort to improve communications within the Diocese.

I. Special Projects

A. In April a special "companionship" newsletter explaining the structural changes following convention, i.e., the creation of deaneries, the formation of new departments, etc., was mailed to

all households in the Diocese.

B. Sunday bulletin inserts were created and mailed to all churches in the Diocese.

C. A secretary's day/workshop was held at the Diocese in May to assist parish secretaries in improving communications at a parish level.

D. *Companionsheet*, a newsletter for clergy, deacons, deanery representatives and senior wardens was produced and mailed bi-monthly from April to August and monthly from August to December.

E. A subscription to *Episcopal Life* was ordered for all active clergy.

II. A Video for the Diocese

A twenty minute video highlighting our work as stewards through the ministries of the diocese has been completed and will be distributed at convention. The ministries highlighted are: youth ministry, work with alcoholism, the Good Shepherd House, the Interfaith Refugee Ministry, the Farmworkers Ministry at Newton Grove and the ministry of San Mateo.

III. A Revitalized and Redesigned *Cross Current*

Cross Current is now printed locally allowing for flexibility with late breaking stories and with editing. The publication has expanded to a sixteen page format. The deadline has decreased from a five week lead time to a three week lead time from the date of the editor's deadline to the actual mail date. The layout and mast head have been redesigned and more photographs have

been added to the publication. Feedback from the diocese seems to indicate that it is more readable and more in touch with events in the diocese. The response from the diocese as far as contributions to the paper has been superb. The "news" in the Diocese is your news. I hope you will continue your faithful ownership and commitment to all our communication tools. Remember the best way to communicate is face to face -- tell a friend what is going on in the Diocese of East Carolina.

Respectfully submitted,

Alicia R. Alford

COMMISSION ON MINISTRY

To the Bishop and the One Hundred and Eleventh Annual Convention of the Diocese of East Carolina:

The Commission on Ministry continues to fulfill its canonical charge by meeting with applicants for the ordained ministry and making recommendations to the Bishop. During 1993 we made some necessary revisions to the procedures in order to be better informed about potential ordinands and for them to be more aware of our concerns.

To that end we conducted the required overnight screening in small group interviews focusing on particular areas of competency. This change was well-received by many participants.

We have revised the early stage of the ordination process by requiring the applicant to meet at least four times with the rector. Also, a parish lay discernment committee must meet with the applicant and report to the rector and vestry. These meetings with the rector and with the lay committee must take place prior to interviews with the Bishop and Commission on Ministry.

In order to improve feedback with those persons interviewed by the Commission on Ministry, the Bishop and the Commission on Ministry chairperson now meet with all applicants after the interviews to give a summary of strength and weaknesses.

The Commission on Ministry continues to be concerned about communication with those in the ordination process. A system of mentors/liaisons between the Commission on Ministry and seminarians has been adopted and will be set into motion at the March 1994 overnight.

In 1993 the Commission on Ministry met six times to interview applicants for the ordained ministry and to discuss the above procedural changes. We made the following recommendations to the Bishop.

Postulancy to Vocational Diaconate:
Joy Dosher and Barbara Houston

Postulancy to Priesthood:
Rebecca Dixon and Alan Smith

Candidacy to Priesthood:
Phillip Craig, Jr., Liz Huskey and Stephen Turner

Ordination to Deacon in Training for Priesthood:
Jeff Krantz and Stephen Turner

Ordination to Deacon under Canon 9 "Of the Ordination of Local Priests and Deacons":
Dwight Johnson

The Standing Committee continues to meet with the Commission on Ministry for the interviews of those seeking Holy Orders. The presence and participation of the Standing Committee members allow them the opportunity to make informed decisions at the appropriate times.

The Committee on the Diaconate continues to oversee the ministry of our Deacons and those in the Diocesan School for Ministry. The Rev. Dick Warner, chairperson, reports to the Commission on Ministry as needed.

In February 1993 I had the privilege of representing the diocese at the Province IV Conference on Ministry in Charleston, South Carolina. The Rev. Loren Mead, keynoter, led us in a discussion of his book, The Once and Future Church.

I continue to remain grateful to the diocesan staff for helping the Commission to do its work. In particular, we give thanks to the Rev. King McGlaughon for his ministry with us.

Respectfully submitted,

The Rev. Bonnie S. Clarke, Chair

COMMUNITY DEVELOPERS OF BEAUFORT-HYDE, INC.

To the Bishop and the One Hundred and Eleventh Annual Convention of the Diocese of East Carolina:

During 1993, CDBH expanded its program (until this year we were limited to serving as co-general partner with Weaver Investment Company in developing and managing FmHA Section 515 Senior Housing and administering an extensive First Time Homebuyer Program) to embrace developing both leasehold and limited-equity cooperatives for very-low-income households, engaging in rehabilitating the houses of very-low-income homeowners, and initiating a Self-Help First Time Homebuyer Program.

NEW PARTNERSHIPS

CDBH's work rests on the foundation of its long standing partnership with N.C. Housing Finance Agency, Farmers Home Administration, Weaver Investment Company, Z. Smith Reynolds Foundation, Lilly Endowment, and Bryan Family Foundation. Its new work was made possible by new partnerships:

-HOME Program financing for development of leasehold CO-OPS, First Time Homebuyer second mortgages, and funds for rehabing the houses of low-income homeowners;

-Economic Improvement Council Section 8 Certificates for the leasehold CO-OPS;

-Rural Center support for both CO-OP development and for general CDC work;

-Housing Assistance Council help in developing the first successful FmHA Section 515 CO-OP Housing Preapplication in ten years;

-Cooperative Bank for Savings and Federal Home Loan Bank Affordable Housing Program financing for the Self-Help Program;
-Enterprise Foundation intensive staff training in using computerized system for appraising rehab needs and estimating costs;
-Mary Reynolds Babcock and Stoneman Foundations for CO-OP Revolving Loan Funds.
-Nations Bank and Enterprise Social Investment Corp. assistance in seeking 1994 Tax Credits and HOME Funds to build 20 additional leasehold CO-OP houses in 1994.

STAFF DEVELOPMENT

The expansion of CDBH's program prompted renting adequate office space, giving its staff intensive training, adding a staff member, and redefining the responsibilities of staff members. In June, 1994, CDBH rented commodious office space "on the border" between Beaufort and Hyde Counties for $375 per month so that all of its staff could work in the same office.

CDBH's new office facilities enabled it to reorganize its staff so that each member could specialize in that portion of its work that best employed the member's skills. Instead of serving as generalists as County Coordinators, Janice Ellegor and Mara Vaughn Boykin took on new responsibilities; Janice became "loan officer" and specialized in packaging applications for first time homebuyers and elderly families who need to have their houses rehabilitated, and MaraVaughn became the CO-OP Service Coordinator, specializing in recruiting and training CO-OP members and advising the Boards of the CO-OP members and advising the Boards of the CO-OPS.

Because of the rapidly growing scope and complexity of its work, in September CDBH employed Dolores Alston as Program Coordinator. Her particular responsibility is make sure that all tasks are performed in the correct sequence and in accordance with high program standards in each project.

The entire staff participated in extensive training. All of the staff attended a three day conference for Community Housing Development Organizations (CHDOs) by the HOME Program and Low Income Housing Development Corp. and in another three day conference for DHDOs provided by HOME and the Housing Assistance Council. The staff also participated in numerous HOME implementation workshops. Enterprise Foundation led the staff in an "on site" three day workshop on using its SpecMaster program for rehab work write-ups and cost estimates. The Construction Supervisor/Assistant Director participated in an additional three day conference of rehab specialists. The Program Coordinator joined the N.C. Association of C.D.C.sfor two three day workshops. The Service Coordinator participated in deep training as she prepared for and helped lead the Rural Center's new program called D.R.E.A.M.

Program Development.

FIRST TIME HOMEBUYER PROGRAM.

By November 30th, CDBH will have completed and sold 11 houses to low-income first time homebuyers. Three additional "ordinary" first time homebuyers have mortgage loan application approval pending, and construction should begin on all of these houses before year's end.

In addition, in partnership with Cooperative Bank for Savings,

the Federal Home Loan Bank Affordable Housing Program, and Housing Finance Agency's Trust Fund, CDBH has launched a Self-Help Program for first time homebuyers involving nine low- and very-low-income households. Indications are that, before Christmas, all families will (a) be approved for needed first, second, and third mortgage loans; (a) have completed working with our architect to develop plans for their houses; (b) be organized in teams of three families (each) to construct the houses; (c) have developed a work procedure approved by both their lead carpenter/supervisor and the CDBH Construction Supervisor/Assistant Director. By January, construction should begin. Our hope is that, through the Self-Help Program, the participants will save 20% - 30% of ordinary construction costs and begin with an equity of $10,000+in their houses.

To summarize, by year's end CDBH will have completed eleven first time homebuyer houses, begun construction on three additional houses, and prepared nine more families to begin building their houses in 1994.

REHABING HOUSES OF LOW-INCOME HOMEOWNERS

To date CDBH has in 1993 rehabilitated three houses owned by very-low-income elderly families.

In the fall, it obtained HOME Program and Trust Fund grants that will make possible rehabilitating up to 10 houses in Hyde, 10 in Beaufort, and 6 in Tyrrell County.

Approximately 27 Beaufort (seven in Aurora!) and Hyde County applications and seven Tyrrell County applications are being processed. Bids should be received by year's end to rehab at least eight units.

A unique feature of the CDBH Rehab (and First Time Homebuyer) Program is a requirement that participants agree for CDBH to escrow $25 per month into a maintenance/repair reserve. This should help prevent the needless deterioration of houses that occurs when needed repairs are neglected.

CO-OP DEVELOPMENT

HYDE CO-OP I

By Christmas, the last three of 16 houses for Hyde CO-OP I will be completed and occupied.
Members of this CO-OP are all very-low-income and receive Section 8 Rental Assistance.
The Babcock and Stoneman Foundations capitalized a Revolving Loan Fund of $17,500 of the CO-OP, and from this fund its CO-OP controlled Board made loans of 700-800 to members to enable them to take utility deposits and acquire furniture. The CO-OP has gotten off to an excellent start in managing itself.

Respectfully submitted,

The Rev. Judson T. Mayfield

COMPANION DIOCESE

To the Bishop and the One Hundred and Eleventh Annual Convention of the Diocese of East Carolina:

IT'S WORKING!! WE ARE A COMPANION DIOCESE TO PUERTO RICO!

Last year at the diocesan convention we proposed the idea of entering a "Companion Diocese" relationship with "La Iglesia Episcopal Puertorriquena", the Episcopal Church of Puerto Rico. Thankfully, you endorsed the idea.

We have composed and exchanged statements of goals for the three year period of this arrangement. Our committee named below have met regularly to implement the goals we have agreed to in consultation with the bishops of Puerto Rico and East Carolina.

Our first youth exchange took place this past fall when we invited three young persons and two adults (one was Brother Harold, a monk of our monastery) to attend "Happening" at Camp Trinity. This was done to hopefully make it possible to assist in bringing "Happening" to their diocese. The plan is to help them understand the concept and then have them "make it their own." We are prepared to send some leaders down there to help them if they want that.

We have also the honor of having Bishop Alvarez of Puerto Rico as our Convention guest this year. Later in the spring we hope to have Bishop Sanders visit the enchanted isle!

We have a booth at this convention which will hopefully give information as to how you can become involved in some interaction with our "Companions in Christ".

We are beginning to plan for some type of youth exchange this summer at our camps.

If you have some ideas about a work project for adults and/or youth here in our diocese where we can invite them to come and help us, please let out committee know.

Remember! Puerto Rico is the least expensive to travel to and most accessible window to the Latin world that we could have. Let's make good use of it!

Committee Members:

Clara and Mack Bell, Windsor
The Rev. Tom Chaffee, Windsor
Betty Clarke, New Bern
Lillian Creger, Havelock
Jay Gonzales, Havelock
The Rev. Gary Noteboom, Lumberton
The Rev. John Rivers, Bath
Hester Stallings, Havelock
The Rev. Carolyn West, New Bern
The Rev. Sherman Miller, Havelock, Chair

DEPARTMENT OF CONGREGATIONS AND DEVELOPMENT

To the Bishop and the One Hundred and Eleventh Annual Convention of the Diocese of East Carolina:

In 1993 the following congregations requested and received financial support: St. Christopher's, Elizabethtown; St. Cyprian's, New Bern; St. Francis by-the-Sea, Bogue Banks; St. Mary's, Gatesville; Holy Trinity, Hampstead; St. James the Fisherman, Shallotte; and St. Peter's, Sunbury.

St. Francis by-the-Sea has moved to a stable site in Salter Path and is expected to be admitted as a parish at this convention. Holy Trinity, Hampstead continues its building program, completion is expected soon; St. Peter's, Swansboro is in the planning stage for a parish hall.

Congregations planning to build met with a sub-committee chaired by John Jeffries to assure that certain items were not forgotten, overlooked, codes were met, and that access, flexibility had been considered, etc.

Hopes for 1994 include greater participation by congregations of all sizes in the Carolina/Virginia Small Church Conference at Trinity Center. The themes, topics and subjects relate to congregations of all sizes and it is an excellent resource and under-utilized in recent history.

We believe that a land acquisition fund and accompanying committee must be established to acquire gifts of land, choose potential sites, and hold funds for future church sites in both urban and rural areas.

We will seek the help of the National Church for its "insight into things that work" for rural churches and predominantly African-American and ethnic congregations.

We are working to assure that the makeup of the department is representative of all the Deaneries of the diocese. We hope to work within deaneries on local ministry concerns.

The Department continues to be ready to aid and assist congregations needing consultation on current concerns and for long-range planning.

Respectfully submitted,

The Rev. Robert B. Hobgood, Chairman

ECUMENICAL RELATIONS

To the Bishop and the One Hundred and Eleventh Annual Convention of the Diocese of East Carolina:

The eighth annual LARC (Lutheran-Anglican-Roman Catholic) Conference was held November 9-10, 1993 at Trinity Center. Our speaker, the Rev. Canon Professor J. Robert Wright of General Theological Seminary in New York, led us in a study of the current state of national and international dialogues between Lutherans, Anglicans, and Roman Catholics. His addresses were: **The Concordat of Agreement** (Lutheran-Episcopal), **The Vatican's Response to ARCIC I** (Anglican-Roman Catholic), and **Papal Recognition of the Augsburg Confession** (Lutheran-

Roman Catholic). As in past years, bishops from the three Churches led the discussion groups. In attendance this year were the Rt. Rev. Robert Estill (Diocese of North Carolina), the Most Rev. F. Joseph Gossman (Roman Catholic Diocese of Raleigh), and the Rev. Dr. Mark Menees (North Carolina Synod-ELCA). Feedback from the 63 clergy and lay persons registered proved this year's conference to be one of the most helpful of the series. Plans for the ninth annual conference have begun.

In addition to helping plan and carry out the LARC East VIII Conference, I also attended the dialogue meeting and special joint liturgy of the word of the North Carolina United Methodist-Episcopal Dialogue in Durham, North Carolina.

Respectfully submitted,

The Rev. Robert T. Schriber
Ecumenical Officer

ENCUENTRO

To the Bishop and the One Hundred and Eleventh Annual Convention of the Diocese of East Carolina:

Encuentro is a work-project camp held in the summer for junior high youth of the Diocese of East Carolina. The camp is held at the Farmworker Ministry Office near Newton Grove and is coordinated by Susan Kear and Amy Trester. This is the second year of the full program and seven participants spent three days working on a much-needed picnic shelter at the Ministry office.

The camp is an opportunity for the students to learn about the

migrant population and to interact with their families. This year the students conducted games for children at the Roman Catholic Parish picnic, sponsored a pinata party for migrant summer school students, and built a picnic shelter and a picnic table for the Farmworker Ministry office. They experienced a learning situation by participating in a scavenger hunt conducted in Spanish to locate items for personal hygiene kits and baby layettes; the students also spent some classroom time learning Spanish and learning more about the life of farmworker families. The highlight of the weekend was a Mexican fiesta dinner sponsored by a migrant family; it gave everyone an opportunity to practice their Spanish and learn first-hand about life as a migrant farmworker. The camp was funded by the Diocese and a Creative Stewardship grant. We plan to continue the program but additional adult support will be necessary this summer. Please pray for the continued success of this new program which is allowing our students to have first-hand knowledge of a part of life that most of us take for granted. Each year the students tell us that the weekend was one of the most meaningful experiences of their lives. They work hard, they have fun, but most of all, they become aware of being brothers in Christ with the people that harvest the food for our tables.

I also want to thank from the bottom of my heart, Venancio Hernandez for all his hard work on the picnic shelter. This good friend of Amy's came both days to work in 100 degree weather to help Rhys and Gordon with the picnic shelter. Without "Ben's" help there would be no shelter. He also interacted with the campers as the recreation counselor, playing soccer and volleyball with the students. He was a terrific asset to the program this year.

Respectfully submitted,

Susan Kear, Coordinator

FAMILY MINISTRIES COMMISSION

To the Bishop and the One Hundred and Eleventh Annual Convention of the Diocese of East Carolina:

The emphasis during the year 1993 was on planning and support for families in the Diocese. Video tapes on family life were acquired from the Diocese of New Jersey, and these are being presented to each Deanery by Commission members. Commission members also wrote several articles about family life for CROSS CURRENT. Also plans were completed for a "Families Over A Life Span" Conference which will be held August 26-27, 1994, at Trinity Center.

1994 promises to be an exciting year as The University of the South, Sewanee, TN, will co-sponsor the "Families Over A Life Span" conference with us. Several faculty members from the Seminary and the College will address the Conference and act as

workshop leaders. A wide variety of topics will be covered. A sampling includes:

Addresses by University of the South Faculty:
"The Spiritual Life of Families in the 1990's"
"Families: Coping in the 1990's"

Workshops by University of the South Faculty and Area Professionals:
"Being Fulfilled as an Adult Without Children"
(Single Adults and Couples)
"Having Young Children and Enjoying Them"
"School Aged Children: Juggling Jobs and Home"
"Adolescents: A Family Affair"
"The 'Sandwich Generation': Looking After Grown Children and Aging Parents"
"Retirement Years: Integrating One's Life and Reaching Out to to the Younger Generations"
"Substance Abuse and Families: Recovery and Healing"
"Separation, Loss and Severe Life Crisis for Children and Families"
"Family Cultural Diversity: Learning From One Another"
"From Violent to Peaceful Families"
"Blended Families: More Than the Sum of Their Parts"
"Discussion Groups/Activities for Children and Youth"

Respectfully submitted,

The Rev. Betty Buck
John Y. Powell, Ph.D.
Co-Chairs

EPISCOPAL FARMWORKER MINISTRY

To the Bishop and the One Hundred and Eleventh Annual Convention of the Diocese of East Carolina:

This year has marked a number of important events in the life of the Episcopal Farmworker Ministry, which is a ministry this Diocese shares with the Diocese of North Carolina. The year began with the Board attending a two-day planning workshop with the Rev. Bill Coolidge as consultant.

The mainstay of the ministry, direct outreach to migrant farmworkers and their families, continues with Amy Trester in her 11th year as Outreach Director. Services provided depend on the immediate needs of the farmworkers and include visits to home and labor camps, immigration and translation assistance, English as a second language, driver's education, recreation activities, emergency assistance and clothing and lunch distribution. A grant from the Presiding Bishop's Office made the purchase of a new van possible this year. Amy Trester visits individual parishes and runs a summer program for diocesan youth in order to increase awareness of the difficulties and oppression migrant farmworkers experience.

St. Martin's Migrant Head Start Program is now at maximum capacity, serving 79 children. The program extended its operating season to December 30 this year and will open April 4 next year. Forty-five adults staff the program. Management concerns have been resolved: Telamon Corporation is now assuming management responsibilities for the program. Telamon works directly with the Board and the Dioceses and have just entered a three-year lease for use of the facility.

The Episcopal Farmworker Ministry extends a sincere thank you to the many individuals and parishes who have generously supported its work throughout the year.

Respectfully submitted,

The Rev. Pamela M. Miller, Chair

HAITI FUND, INC.

To the Bishop and the One Hundred and Eleventh Annual Convention of the Diocese of East Carolina:

Haiti Fund, Inc. is a non-profit corporation established in late 1990 under the laws of the State of North Carolina. It is an ecumenical organization whose purpose is to seek support for and administer ecumenical projects in the country of Haiti. All activities in Haiti are under the authority of the Episcopal Diocese of Haiti.

The Cormiers Development Project (CODEP) is the current project that is being administered and funded in the Cormiers District of Haiti. This is a ten year program in an effort to develop a community working toward self development, achieve balanced land use and water management, sustain and extend health and educational programs to all residents, provide potable water and sanitation, enhance nutrition and income via agriculture, micro-enterprise and cooperative activities.

The current unstable political situation is causing untold hardship on the people of Haiti due to the many shortages of fuel,

materials and services. People have moved out of Port-au-Prince to the nearby mountains seeking safety which is causing additional hardship throughout the country.

In the early part of this year the CODEP program was progressing according to plan. The five schools being subsidized ended the school year in June with attendance at record levels. This was attributed to an increase in the number of scholarships available and the introduction of a school lunch program at LeFoi school, located deep in the mountains, with two other schools scheduled to join the lunch program for the fall semester. The school lunch program will guarantee that all school children will have at least, one sound nutritious meal a day. During the summer we sponsored a teaching seminar, and held summer classes at two schools. We were looking forward with great anticipation to the new school year starting in October. Catholic Relief Services, distributors of US AID food for schools, has agreed to supply basic food items to all schools in Cormiers who pass the requirements and take responsibility for food upon delivery at the highway. In addition to LeFoi school, two others have now passed inspection and were scheduled to receive food for the fall term. Schools have not, as yet, reopened for the fall term as parents are fearful for the safety of their children.

The residents in the area were beginning to see the results of two years of concentrated activity. Potable water, from our cistern construction activity, is slowly becoming available, children at LeFoi were getting a sound and nutritious noon meal resulting from the school lunch program, the farmers were looking at larger production of sugar cane and health services were improving. Hopefully, when the political crisis passes, within the next two years or so we should see further improvements in the production from over 300,000 fruit and nut trees planted in 1992 and 1993.

Haiti Fund, Inc. is most appreciative of the financial support as we reach the half way point of our program.

HAPPENING

To the Bishop and the One Hundred and Eleventh Annual Convention of the Diocese of East Carolina:

Happening is a weekend retreat run by high school students within the Diocese of East Carolina with adult support. It is designed to challenge youth to look at spiritual reality based on the love of Jesus Christ. Happening's purpose is not only to have a wonderful weekend, but to build the foundation for a life long commitment to living a life based on Christian values and beliefs. Cookie Cantwell, Wilmington, serves as the Coordinator of Happening and Andy Atkinson, Wilmington, serves as Happening's Spiritual Director.

In 1993 the Diocese of East Carolina offered two Happening weekends at Trinity Center with 159 young people attending representing 34 parishes. An added joy this year was the participation of four Puerto Ricans from our companion diocese, the Diocese of Puerto Rico. The Rev. Sherman Miller, Havelock, and the Companion Diocese Commission, Diocese of East Carolina, worked with our Happening Board to empower and enable two young people and two adults from Puerto Rico to experience the Happening movement. It was truly amazing to watch God's love transcend the language and cultural differences. In Jesus Christ we are all one!

In response to the continued need to reunite past Happeners and

to support those Happeners on their journeys with Jesus Christ, a "Growth In Christ" Seminar (GIC) was held in conjunction with the Happening weekend. Held at Trinity Center on the Saturday night of the Happening weekend, 78 young people from various high schools and colleges came together to enjoy
enjoy this renewing event. Kay Swindell, Jacksonville, serves as the GIC Coordinator. In addition, two Happening Reunions were held in 1993. One was held in Greenville and the other was held in Wilmington. 123 people attended these reunions.

Although we have a lot of fun, there was much hard work that went into designing and supporting the Happening movement. Four Happening Board meetings were held this year with 25 people serving on this board. Two staff meetings were held prior to the weekends to train, focus and build community within the upcoming staffs. Approximately 45 people served on staff for each event. Serving as leaders for 1993 were Rectors, Matt Livengood, Goldsboro, and Noel Fox, Fayetteville and Head Gophers, "T" Dodson, Wilmington, and Cooper Parham, Kinston.

Happening is completing its 11th year of life with the Diocese of East Carolina. During this time it has been attended by 1,507 people. Happening continues to hope to offer our youth an alternative to the secular solutions to the pressures and problems faced by teenagers today. Happening continues to hope to build a foundation based on Jesus Christ.

It is an experience full of fellowship and fun and it is also an experience of learning, sharing, growing, and loving. 1994 promises to be another wonderful year for the Happening movement. It is our hope and dream that this year Happening from the Diocese of East Carolina will begin Happening #1 in the Diocese of Puerto Rico! What a joy that would be! It is an honor and a privilege to be involved with this Happening

movement within the Diocese of East Carolina.

Respectfully submitted,

Cookie Cantwell
Happening Coordinator

HISTORIOGRAPHER'S REPORT

To the Bishop and the One Hundred and Eleventh Annual Convention of the Diocese of East Carolina:

The new Historiographer began work in March. Most ably assisted by Don Harrell, then serving at Zion, Washington, we were able to catalogue and make major transfers of several sets of volumes in file drawers to shelves and to prepare diocesan newspapers for the bindery. In August, with the departure of Mr. Harrell and the historiographer's need to request a leave of absence to teach a course at Martin Community College, historiography work was temporarily suspended but resumed after Thanksgiving.

WORK ACCOMPLISHED

1. Mission Herald
Assembled, catalogued and filed by year from 1898 to 1973 ready for bindery.
2. CROSS CURRENT (1924-1992)
Assembled, catalogued and filed by year from 1974 to 1992 ready for bindery. Duplicate copies boxed awaiting disposition.
3. The following volumes have been removed from file cabinets, catalogued by year and shelved:
a. Journals of the Diocese of East Carolina (1883-present). and Diocese of North Carolina. (1817-1884).
b. Journals of General Conventions.
c. Episcopal Church Annuals.
d. Episcopal Clerical Directories.
e. Programs and Reports of the Diocese of East Carolina.
4. Journals from other dioceses organized and boxed for storage.

RESEARCH ASSISTANCE TO:

1. The Rev. James C. Cooke, Jacksonville, N.C.
Information about St. Anne's, Jacksonville, N.C.
2. Mr. Edward H. Mellichamp, Charleston, S.C.
Information on Joseph Stanley Mellichamp.
3. Mrs. Pat Polk, Roper, N.C.
Information on the Rev. Horace G. Hilton.
4. Mr. Jack Marshall, Columbia, Missouri.
Baptismal record from Ft. Bragg Protestant Church.
5. Mr. Brian Winnett, Footscray, Victoria Australia.
Sent seal of diocese and photo of Bishop Sanders.
6. Major General H. Lloyd, General Wilkinson, Jacksonville, N.C.
Information about St. Anne's, Jacksonville, N.C.

7. Mr. Reginald G. Nairon, Brentwood, TN.
CROSS CURRENT requested to run plea for information on records of individuals of the surname Nairne, Nairn, Niaron, Narson, Narron or Nearn.
8. Dudley Brian Cash, Fayetteville, N.C.
Baptismal record from St. Phillip's, Fayetteville, N.C.
9. Mr. Odell Molpus, Fayetteville, N.C.
Information on churches in the area of Moore's Creek Bridge.
10. Pending: Mr. Robert Couch.
Search for article on Bishop Sanders in CROSS CURRENT.

FUTURE PLANS

1. Establish Bishop's Archives.
2. Establish Parish Archives.
3. Establish Photo Archives to protect photographs.
4. Gather together ECW records for storage in a single area.
5. Review all files, with plan of indexing along the lines of the "Guide to Manuscripts" published by the Southern Historical Collection of the University of North Carolina at Chapel Hill.
6. Assemble parish histories and papers relating to parish histories; Request parishes of the Diocese to send copies of parish histories, ranging from copies of informal or loose bound histories to hard coverbooks.
7. Request volunteers for historiographer work such as proffered by Don Harrell.

TO BE RECOMMENDED

1. Make a plea for more space, perhaps an addition to the Diocesan Office which would include plans for historical library with fire-proof storage space for diocesan records.

Respectfully submitted,

H. Mack Bell

IGLESIA EPISCOPAL DE SAN MATEO
MINISTERIO HISPANO

To the Bishop and the One Hundred and Eleventh Annual Convention of the Diocese of East Carolina:

Iglesia Episcopal de San Mateo, Ministerio Hispano is a tri-county ministry which began on April 1, 1993. An Episcopal Church building in the small rural community of Yeatesville is the center for the ministry, and it is there that the priest has his office. The Holy Eucharist is celebrated in Spanish every Sunday at 11:00 a.m. in this place with a congregation which averages seventy-five souls.

The Rev. Antonio (Tony) Munoz Valdivia helped with the start of this Hispanic ministry. Fr. Tony came to us from Hermosillo in the Diocese of Western Mexico. He has lived in the town of Bath, North Carolina, with his wife, Dulce, and two children. They have been well received in the area, providing a nice "bridge" between the Anglo and Latino communities.

Sunday afternoons this priest, along with a few helpers, travels to four other locations where he celebrates Eucharist for congregations which average fifty persons. In 1993, we had satellite churches at St. John's, Sladesville; Holy Cross, Aurora; Trinity, Chocowinity; and St. James, Belhaven. In addition, Eucharist was celebrated on Saturday evenings at St. Peter's, Washington for about fifteen Mexican women. We expect to expand this rotation to include two more sites in 1994.

The Anglo congregations at our satellite churches have been most gracious and receptive to this ministry. In most cases they have fed our Mexican priest and his volunteer staff, and sometimes they are involved in the feeding of the Hispanic community when a fiesta follows the celebration of Eucharist.

Our Board has been expanded to include representatives from most of the Episcopal congregations in our Pamlico Deanery. In addition, we have a few year round Mexican residents on the Board, and we expect to include several more in 1994.

In addition to celebrating Eucharist and preaching, the ministry has provided cultural and social support to its constituents, meals on Sundays following worship in Yeatesville, driver's license training, and transportation. In one case we flew the body of a young woman and her two sisters home to Mexico following a tragic automobile accident here. Fr. Tony hears confessions regularly (90% of the worshippers are Roman Catholic), and has administered the sacraments of baptism, matrimony, unction and the burial office.

Sadly, Fr. Tony tenders his resignation on December 11th. He has accepted a call to the Diocese of El Camino Real, Salinas, California. We are, of course, very disappointed. His last Sunday with our ministry will be January 2.

The Rt. Rev. Gordon Charlton, a bi-lingual bishop retired from the Diocese of Texas, helped us in a three hour evaluation of the ministry on December 11. We are in the process of making some minor modifications to our working agreement and have begun the search process for another bi-lingual Hispanic priest to lead the ministry into its next phase.

It is our good fortune to have Mrs. Sue Duval, an Anglo and a very active member of the ministry. Mrs. Duval is Chairperson of our Board for the ministry and, as a lay person in Deacon Training with the Diocese of East Carolina, has served as liturgical Deacon with Fr. Tony. She and a Mexican layman will continue the ministry at Yeatesville during this interim period, providing Morning Prayer and sermon and holding the congregation together until a new priest can be found.

Finally, we are in the process of applying for Mission status in the Diocese of East Carolina. It is our hope that Iglesia Episcopal de San Mateo will be fully funded by the diocese in 1995.

Clearly this is a ministry that is serving an important need in rural eastern North Carolina. There are sufficient year round Latino residents to maintain the church at Yeatesville, and our "circuit riding ministry" to the county churches are serving those who cannot travel the distances to Yeatesville from their temporary homes on farms or in seafood processing plants in our rural, isolated communities.

Respectfully submitted,

The Rev. Gary Fulton

INTERFAITH REFUGEE MINISTRY

To the Bishop and the One Hundred and Eleventh Annual Convention of the Diocese of East Carolina:

Interfaith Refugee Ministry, initiated by the Rt. Rev. B. Sidney Sanders in March of 1992, has begun to move across the diocese, educating deaneries, parishes and individuals about the needs of refugees and encouraging churches to sponsor refugee families. Twelve presentations were made in 1993 to eight different churches and the Albemarle Deanery. Three of the eight sponsored in 1993 and one will in 1994.

In April the first family of four, sponsored by Christ Church and St. Cyprian's in New Bern, arrived from Vietnam. The father went to work in three weeks and was self supporting by the third month. In May a Russian family of six arrived in Goldsboro who were persecuted because of their Christian faith. Valeriy Moskalev was employed in seven weeks at the Franklin Bakery where he still works. He and Galina hope eventually to open their own barber shop. St. Francis, the sponsoring parish, is now completing paperwork to bring his mother who was separated from the case when they applied for refugee status. Rob Rose guided the committee as chairman.

Also, in May we received approval from the U.S. Department of State as an affiliate of Episcopal Migration Ministries, making our connection to the U.S. Refugee Program official.

In June assistance was requested by a U.S. citizen to bring her only son to this country from Vietnam. She had been trying to do so since he was six, twenty years ago. He is on the list to be interviewed in November or December.

We have developed a number of volunteer interpreters who speak Russian and Vietnamese. We would like to know others who speak Spanish, Creole and Serbo-Croatian. We have recently been cleared to accept Bosnians.

Six new members have agreed to serve on our board for the next two years. Two of them, Mr. and Mrs. Yuri Berg are former Russian refugees who have been extremely helpful in the resettlement of the family in Goldsboro.

The next case to arrive will also be Russian and will be sponsored by St. Paul's in Wilmington, with Sue Hammond as chairperson. The mother is an engineer and the father is a marine mechanic. There are three children.

There is general consensus among involved committee members in parishes, that this ministry is worthwhile, fulfilling, and educational for parish members as well as, life saving for the refugee family. Special materials have been developed for cross cultural and sponsorship training.

We are especially grateful to the Creative Christian Stewardship Fund for providing seed money for this ministry in 1993.

Parishes or Deaneries may request a presentation any time of the day or week by calling 919-637-3698.

"Do not neglect to show hospitality to strangers, for in so doing some have entertained angels unawares." Hebrews 13:2 In addition, you have no idea how much fun this really is!

Respectfully submitted,

Rosemary Stark, Chairperson

KANUGA CONFERENCES

To the Bishop and the One Hundred and Eleventh Annual Convention of the Diocese of East Carolina:

The year 1993 was a particularly good one for Kanuga Conferences with enrollments for all its programs far ahead of recent years. The conferences, headed by Henri Nouwen and Madeline L'Engle, attracted 1600; Camp Kanuga, with a capacity of 550 and 565 and a waiting list; Guest Periods were filled, except for the new end-of-summer weeks seven and eight.

In addition, the number of groups--church and otherwise--using Kanuga increased, both in number and in participants. More than once the facility was filled and housing in nearby Hendersonville had to be acquired for late registrants.

The House of Bishops returned to Kanuga for a second interim meeting, and has chosen to come back an unprecedented third time in 1994. Speaking to Kanuga's Board of Visitors, Bishop Sam Hulsey of Northwest Texas who served as chairman of the Kanuga planning committee for the House of Bishops, said, "for many of the House, Kanuga has become a holy place."

1994 will be as eventful as the year just past. Terry Waite, envoy of the Archbishop of Canterbury held captive in the Middle East, will be a principal keynoter for the fifth Bowen Conference. Keynoters for other conferences will be Alan Jones, Martin Smith, Herbert O'Driscoll, Gretchen Wolff Pritchard, John Stone Jenkins. A new weekend Conservations with ... series will feature Keith Miller and Bishop Jane Dixon.

Particularly successful is Kanuga's **Mountain Trail Outdoor School**, an environmental program for schools and church youth groups. Courses designed for elementary through high school, are
Animals and Their World, Exploring Ponds and Streams, The Wonder and Mystery of Forests, the Web of Life, How the Blue Ridge Came to Be, and the Low Ropes Course. Public and private schools are sought for two and three night programs.

Kanuga--Story of a Gathering Place, the first researched and documented history of Kanuga, is a 192-page hardback book written by Professor Jack Reak. It is available from the Kanuga bookstore.

All of us in the Kanuga family were stunned to learn of the death of Bishop Hunley Elebash just ten days after he and Dink had enjoyed a Board of Visitors weekend at Kanuga. Plans were underway prior to his death to endow the See The Leaves Guest Period Chaplaincy in his and Dink's honor. The $10,000 goal was then at the halfway point. It has now been reached and the Elebash Chaplaincy Endowment is a reality. Thanks be to God.

Kanuga is grateful for the lay leadership on its Board of Directors of East Carolinians W. Ted Gartman, Greenville and Charles VonRosenberg, Fayetteville, who join Bishop Sanders on the board.

Respectfully submitted,

Albert S. Gooch, Jr.
President

LITURGICAL COMMISSION

To the Bishop and the One Hundred and Eleventh Annual Convention of the Diocese of East Carolina:

Our year began with the planning and implementing of the liturgies for the 110th Convention of the Diocese in Greenville, N.C. The Diocesan Choir was formed for the occasion, and we were entranced by the drums and African Dancers from Cultural Movement, Inc. of Goldsboro. They set the mood for our theme, "Who Is My Neighbor?" A booklet containing all the liturgies for the Convention was made available for each person.

The Schola Cantorum, a music group consisting of singers from St. Thomas Church, Ahoskie; St. Mary's Church, Kinston; Church of the Servant, Wilmington and Church of the Advent, Williamston under the direction of Sam Burke of Wilmington, presented Evensongs and concerts throughout the diocese. This group specializes in Early English Style church music and has represented the diocese in the Earth Mass at the Cathedral of St. John the Divine, New York City.

Our annual Conference on Church Music, August 27-29, 1993, at Trinity Center was the largest yet and featured David Hurd, noted composer and organist of The General Theological Seminary in New York City. On Sunday, August 29, at 11:00 a.m. Trinity Center Day was celebrated in the Centrum at Trinity Center with over 300 people in attendance. The Music Conference provided special music for the occasion.

This year we added a new annual event to our work -- an Acolyte Festival which was held at St. Mary's Church, Kinston on November 6. Over 100 acolytes and advisors attended the day of workshops and a Festival Eucharist. This will be offered again in 1994.

The Annual Conference of the Association of Diocesan Liturgy and Music Commissions (ADLMC) held in Jackson, Mississippi, November 8-11 was attended by the Chair. The theme explored was "Christian Hospitality."

Members of the Commission consulted with other churches and groups on ordinations, funerals, consecrations of church buildings, musical events, etc. Help was given on redesigning liturgical space to better suit the present Prayer Book liturgies.

Plans are underway for our annual Conference on Church Music to be held in the fall this year on October 21-23, 1994 at Trinity Center with Jim Liton of Princeton, Editor of the Service Music portion of the Hymnal 1982 and Director of the American Boy Choir. Trinity Center Day will be celebrated on October 23, 1994 and is opened to the entire Diocese.

Respectfully submitted,

The Rev. Joseph W. Cooper, Chair

NEW BEGINNINGS

To the Bishop and the One Hundred and Eleventh Annual Convention of the Diocese of East Carolina:

New Beginnings #11 was held at Trinity Center the weekend of March 5-7. Mary Scott Perry of Edenton served as the youth program coordinator and Beverly Laing of Wilmington served as youth PSC coordinator. This was a special weekend for New Beginning as the youth expressed its gratitude to Powell Bland and Gail Ward for their leadership as New Beginnings Coordinator and PSC Coordinator respectively.

New Beginnings #12 was held at Trinity Center the weekend of November 19-21. Stephen Stockwell, formerly of Jacksonville, served as youth program coordinator (now entitled 'Shepherd') and Nick Morgan of Wilmington served as PSC. The staff of 33 and 31 participants came from all corners of the Diocese, from Sunset Beach to Edenton and from Fayetteville to Wilmington. Some of our graduates - Joe DeVeau, Michelle Hall and Emily

Kear - returned to serve as Moms and Dads.

The Board of Directors met twice during the year. At its October meeting, the Board selected Maggie Agsten as Shepherd and James Hickman as PSC for New Beginnings #14 in the fall of '94. The Board continues to be a great source of support and input for the new coordinators and is making a significant contribution to each event through prayer and preparation.

The next New Beginnings weekend will be held March 5-6 at Trinity Center. The staff has been chosen and will meet in February to participate in a training session. Eric Layton will be the Shepherd and Margarette Miller will be the PSC for New Beginnings #13. It will be an exciting weekend for staff and participants alike.

We are blessed with talented and generous youth in this Diocese; they make New Beginnings a special weekend for each of the participants. We are thankful for the joyful participants who attend each New Beginnings and make the weekend succeed. We ask that you encourage the junior high youth in your area to attend as participants and the former participants to share in this ministry by being on staff. New Beginnings is making a difference in this Diocese and in the lives of the youth who experience God through this weekend retreat.

Respectfully submitted,

Rhys and Susan Kear
Coordinators

PRISON MINISTRIES COMMISSION

To the Bishop and the One Hundred and Eleventh Annual Convention of the Diocese of East Carolina:

The Prison Ministries Commission has been quite active this year. The Commission submitted a resolution to the 110th Annual Convention requesting that "restorative justice" be established as the theme for the 111th Convention. In addition, letters were written to members of the Prison Commission and the Peace and Justice Commission asking them to support the effort to have restorative justice measures passed by the North Carolina Legislature.

Members have also continued to provide a ministry of reconciliation to inmates in eight different prisons in eastern North Carolina. Weekly Yokefellow and/or Prison Fellowship Bible Study meetings are the primary avenues for direct service to inmates. However, the Commission also supported training of Yokefellow volunteers and volunteer chaplains and provided monetary assistance for children to attend Camp Angel Tree and for Families in Crisis. Ollie Toomey, a Commission member has been elected President of the state-wide Yokefellow organization for 1994.

In addition to discussing various prison ministry projects, the Commission's meetings serve as an important time for sharing of ideas and concerns.

Respectfully submitted,

Dr. Jo Ann Bell
Chairperson

DIOCESAN RESOURCE CENTER

To the Bishop and the One Hundred and Eleventh Annual Convention of the Diocese of East Carolina:

The Diocesan Resource Center is a Christian Loan Center for all churches in the Diocese for all occasions such as Advent, Lent, Confirmation, Easter, Christmas, etc. We have many, many new videos. Books, curricula for Christian Education Programs and Sunday School are available. Youth Program material is also a much used item that you might need. A video camera is available for your use upon request. Make the Resource Center a "must use" item on your list when planning your agenda for the upcoming year. You may call or visit "YOUR" Resource Center anytime from 8:30 a.m. to 4:30 p.m., Monday through Friday, at St. Stephen's Episcopal Church, 200 N. James Street, Goldsboro, NC 27530.

Peggy T. Luna
Resource Center Coordinator

STANDING COMMITTEE

To the Bishop and the One Hundred and Eleventh Annual Convention of the Diocese of East Carolina:

Met at Convention February 13, 1993, and elected The Rev. Lucy B. Talbott, President; The Rev. Gary Fulton, Vice-President; and Ginny Shew, Secretary.

Approved the following elections to the Office of Bishop:

The Very Rev. Bertram Nelson Herlong, Bishop of the Diocese of Tennessee.
The Rev. Jean Zache Duracin, Bishop Coadjutor of the Diocese of Haiti.
The Rev. Clayton Matthews, Suffragan Bishop of the Diocese of Virginia.
The Rev. Mary Adelia Rosamond McCleod, Bishop of the Diocese of Vermont.
The Rev. Claude Edward Payne, Bishop Coadjutor of the Diocese of Texas.
The Rev. Joe Morris Doss, Bishop Coadjutor of the Diocese of New Jersey.
The Rev. James Malone Coleman, Bishop Coadjutor of the Diocese of West Tennessee.
The Rt. Rev. Clarence Nicholas Coleridge, Bishop of the Diocese of Connecticut.
The Rev. James Edward Folts, Bishop Coadjutor of the Diocese of West Texas.
The Rev. J. Clark Grew, II, Bishop of Ohio.

Did not approve the following election to the Office of Bishop:

The Rev. James L. Jelinek as Bishop-Elect of the Diocese of Minnesota.

Approved the following consents to hold elections:

Diocese of Texas for a Bishop Coadjutor.
Diocese of West Texas for a Bishop Coadjutor.
Diocese of Massachusetts for a Bishop Coadjutor.
Diocese of Southeast Florida, Bishop Suffragan

Approved the Cession of the County of Woodford, Illinois, from the Diocese of Chicago to the Diocese of Quincy.

Gave permission to St. Cyprian's Church, New Bern, and St. John's, Wilmington, to sell property.

Gave permission for building loans to the following:

Christ Church, Elizabeth City, $48,000;
St. Timothy's, Greenville, up to $370,000 during construction, with permanent financing at the end of construction up to $250,000;
Holy Trinity, Hampstead, $238,000.

Approved the site for the 1994 Diocesan Convention to be held in Greenville, N.C. February 10, 11, 12, 1994.

Approved for Ordination to the Sacred Order of Deacon:

Stephen Turner
Jeffrey Krantz
Dwight Johnson

Approved for Ordination to the Sacred Order of Priest:

Carolyn Craig
James Beebe
Dwight Johnson
Jeffrey Krantz

Approved for Candidacy for Holy Orders:

Phillip Craig
Elizabeth Huskey
Stephen Turner

Respectfully submitted,

The Rev. Lucy B. Talbott, President
Chris Burti
Jim Cooke
Billie Craft
Gary Fulton
Ginny Shew

STEWARDSHIP COMMISSION

To the Bishop and the One Hundred and Eleventh Annual Convention of the Diocese of East Carolina:

1993 was a year of listening for me personally and for the Diocesan Stewardship Commission. Last January, a "new" commission was formed. We spent the first few meetings sharing our own stewardship experiences and discussing the stewardship needs of the Diocese.

The latter part of the year was spent responding to the goal set by the Needs and Goals Conference in May, that we "adopt and promote a Diocesan-wide stewardship plan." After hearing the feedback from the Conference, the commission decided to try a new twist to the old fall stewardship visitations.

At the fall deanery meetings we asked a member from a large parish in that deanery and a member of a small parish in that deanery to share their church's stewardship experience. A member of the commission then asked the group what was it that they wanted from a diocesan-wide stewardship plan. While most of the people attending the deanery meetings had not been directly involved with stewardship in their parish, this in itself told us something about the need for stewardship education. What we heard from the deaneries was that parishes do not want a pre-determined plan, such as the Alabama Plan or the Star System, to be imposed on them, but that they would like to move toward a better understanding of year-round stewardship. They would like to continue an emphasis on giving joyfully and giving in thanksgiving. They asked for more workshops and stewardship education material.

Reviewing what we heard, the Commission determined that what the parishes of the Diocese were calling for was a stewardship education plan. As such, the Commission has developed a Stewardship Education Plan for the Diocese of East Carolina. This is an evolving three-year plan which begins this year. A resolution has been submitted to convention which endorses the plan and pledges the support of all our parishes. The Stewardship Commission is excited about the Plan.

More importantly, we are excited about the commitment of the parishes of Diocese of East Carolina to stewardship growth. Stewardship seems to be growing in our parishes as more and more churches report an increase in giving. The Diocese received over 100% of its pledges for 1993 and the 1994 pledges to the Diocese included $90,000 in new money. This increase is primarily due to the increasing number of churches pledging on a percentage basis. It is also due to the hard work of the past stewardship committee and to the seriousness with which we are all learning to take our Christian responsibility as "stewards of thy bounty."

Respectfully submitted,

Alicia R. Alford

THOMPSON CHILDREN'S HOME
"WHERE MIRACLES HAPPEN"

To the Bishop and the One Hundred Eleventh Annual Convention of the Diocese of East Carolina:

A summary report of the activities at Thompson Children's Home for 1993 is difficult to do. This was the year that the goals and dreams of our Long Range Planning Committee and Board of Trustees became realities. As always, our mission to the abused and neglected children of North Carolina is manifested through the love, care and healing that takes place on our Charlotte campus and in our Goldsboro group home. In 1993 we greatly increased Thompson's ability to love and care for more children and families.

The opening of our group home for boys in Fletcher, North Carolina, was a long awaited event by both Thompson and the Diocese of Western North Carolina. Modeled after our highly successful program in Goldsboro, the Fletcher group home is fully operational and at the time of this writing is almost fully occupied with eight boys. Directed by Sue Fossey, the group home was warmly welcomed by the community, Calvary Episcopal Church and the Department of Social Services in Henderson County.

As Thompson Children's Home staff looked at the future needs of many of the children on our campus they identified a gap in the service structure. Good foster home placements were hard to find and often parents willing to take a child into their home were poorly trained to handle abused and neglected children. This insight led to the development and implementation of our own foster care program. By controlling the recruitment and

training of foster parents, as well as the matching of individual children to the best prospective parents, we felt we could provide stable, long term placements for our children. All of the support services the child received at Thompson follow them into the foster placement, therefore providing a safety net for both the child and the foster parents should problems arise. The program is completely operational and a number of parents have been trained. The first placement has been made and all is going extremely well.

At the board of Trustees meeting in September of 1993 ground was broken for Thompson's new, state-of-the-art school. The current school is in a converted cottage and the educational needs of our children had outgrown its limited space. Spurred on by an anonymous gift of $250,000 the dream of a new school is now a reality. The new school's unique design of four L-shaped classrooms, each with an enclosed courtyard offers a variety of specialized learning environments for the children. The total cost of building and furnishing the school is estimated at $700,000 and it should be completed this spring.

The leadership of Thompson Children's Home has long dreamed of operating a family development center in an economically disadvantaged neighborhood in Charlotte. Due to the collaborative efforts of many agencies, Thompson is very close to realizing that dream. The "Success by six" program in Charlotte has named Thompson as the operator of a 100 child and family developmental center. This center will provide day care, counseling and other greatly needed services in a community just north of downtown Charlotte.

Finally, Thompson launched a public awareness program, **The Crusade Against Child Abuse** in 1993. A variety of events and materials have been developed to educate the public about child

abuse and positive parenting. An inter-faith conference dealing with the subject was held on the campus as one part of the awareness program. In addition, Charlotte Hornet's star Alonzo Mourning picked Thompson as his charity and joined the awareness program as Honorary Chairman of **The Crusade**.

Respectfully submitted,

William B. Moore, Jr.
Executive Director

TRINITY CENTER BOARD

To the Bishop and the One Hundred and Eleventh Annual Convention of the Diocese of East Carolina:

At the time of writing this summary report for Trinity for 1993 the entire yearly figures are not available, but we can make a good estimate of the results.

Trinity Camp and Conference Center will serve over 90,000 meals, generate over $1,000,000 in total bookings and have revenues in excess of expenses in the amount of approximately $130,000.

This is obviously a wonderful improvement on our past history and is due in large part to the excellent job of managing our facility done by our Director, Mike Morgan, and his capable staff. They all enable Trinity to operate in the efficient yet hospitable manner that we all have come to take for granted.

The financial progress Trinity has made is cause for celebration (or a sigh of relief), but should be viewed from a realistic perspective. It has been necessary to spend over $100,000 in '93 on upgrading our kitchen, both for purposes of efficiency and to comply with health regulations, and on a myriad of long delayed deferred maintenance projects. As you can imagine, the maritime environment which adds so much to Trinity, also dictates that maintenance must be done on an ongoing and timely basis.

Along with the good financial news, I am also pleased to say that we believe that Trinity remains true to its mission, i.e.

"...toprovide a place, primarily for the people of the Diocese of East Carolina, where Christian hospitality may be experienced and shared. So that, fed and restored, we go into the world celebrating the good news of God in Jesus Christ."

With your help, we will continue to try to be good stewards of your Center.

Respectfully submitted,

Carl S. Ragsdale
Chairman, Trinity Board

TRINITY CENTER

To the Bishop and the One Hundred and Eleventh Annual Convention of the Diocese of East Carolina:

1993 was a year dedicated to dealing with the impact of our increased week day business and "catching up" on some delayed maintenance and much needed improvements.

A new freezer/chiller complex has been constructed to allow for better purchasing and inventory control. A propane powered generator has been installed to protect our frozen and chilled food supply and to provide some emergency services in the event of a power outage.

One double bed has been placed in each conference housing room, which gives us a slight increase in capacity and some added comfort to our guests that were uncomfortable in the single beds.

New carpet has been installed in both living rooms and a new floor has been put in the camp dining room and service line area.

All conference housing rooms have been painted and we're replacing the exterior doors as we find the time (and money).

We are still faced with the continuing problem of overbooking and cancellations. Please, please be realistic about the number of rooms and dorms that you tie up for a planned event. The only way that we can hold down diocesan rates is to improve our occupancy rates.

Remember, most conference organizers like to book one or two

years in advance, so even if you release a space at six months, many opportunities to sell the time have been lost. In order to be good stewards of your center, we need your help.

I would like to thank all the members of the Trinity Board and Finance Committee for their support and thoughtful leadership in the ministry that they provide to Trinity Center.

Respectfully submitted,

F. Michael Morgan
Executive Director

YOUTH COMMISSION

To the Bishop and the One Hundred and Eleventh Annual Convention of the Diocese of East Carolina:

The diocesan youth program continues to be a very vibrant, energetic and effective ministry. The conference offerings for the youth of the diocese during the past year includes: two New Beginnings weekends, two Happening weekends, the Senior High Diocesan Youth Event, the Junior Diocesan Youth Event and the Diocesan Youth Convention. All these conferences were filled to capacity. The largest event this year was the Youth Convention held at St. Paul's, Wilmington. Over 350 youth and adults gathered for play, worship and to hear a wonderful musician and speaker by the name of Bob Stromberg. The Diocese of East Carolina also continued its tradition of sending the largest contingent to the week long Winterlight Conference at Kanuga.

In addition to the youth conferences, we had excellent attendance from our adult advisors to our annual Adults Who Work With Youth Conference. By popular demand J. David Stone once again keynoted the conference. I can truly say God is providing wonderful leaders for our youth.

Carol Taylor continues to do a superb job as Youth Coordinator. Carol's tireless dedication and commitment to her ministry and this diocese is a true gift to us all. It would be impossible to mention all of the adults who have given of their time and talent to make this year a success. I would like to thank the following for their service as conference coordinators.

Youth Convention 1993:The Rev. Scotty Brock and Billie Holland
Junior High DYE: Rhys and Susan Kear
Adults Who Work With Youth: Cookie Cantwell
Senior Diocesan Youth Event: Missie Harrell
Winterlight: Cookie Cantwell
New Beginnings (Spring): Powell Bland
New Beginnings (Fall): Rhys and Susan Kear
Happening: Cookie Cantwell

I would like to offer special thanks to the Youth Commission, a group of youth and adults elected from the diocese to plan and lead the various programs. The youth commission's loyalty and dedication to our Lord and to one another has enabled them to share their faith with other youth in the diocese and continue the high quality of youth ministry in our diocese.

The migrant youth camp at Newton Grove once again proved to be a success. Several youth helped build a badly needed covered shelter for the migrants. I would like to thank Rhys and Susan Kear for their continued dedication with this ministry.

The past year has provided several opportunities for members of our youth program in ministry beyond the diocese. Cookie Cantwell served on the design team for the week long Episcopal Youth Event (EYE) which took place this summer in Amherst, Mass. Also in attendance at EYE was 15 youth and 2 adults from our diocese. We hope to continue our involvement outside the diocese.

My first year as chairperson has been exciting and fulfilling. I have seen God work through many youth and adults in our diocese. The future continues to look bright for youth ministry. This coming year we hope to further our relationship with our companion diocse, the Diocese of Puerto Rico. May God continue to bless this ministry.

Respectfully submitted,

The Rev. Jim Taylor, Chair

SAINT AUGUSTINE'S COLLEGE

To the Bishop and the One Hundred and Eleventh Annual Convention of the Diocese of East Carolina:

Founded in 1867, Saint Augustine's College is located in Raleigh, North Carolina. It currently serves approximately 1800 students from 26 states and 29 foreign countries as a co-educational Episcopal-related college. It is recognized as one of the nation's foremost private, traditionally African American liberal arts institutions of higher learning and has occupied a prominent place in the history of Raleigh. It is accredited by the

Southern Association of Colleges and Schools.

The curriculum has been designed to fit the educational needs and interests of students. At first, the program was designed to educate the newly freedmen, so that as many of them as possible could be prepared to teach the rudiments of learning. As the college developed, some courses in industrial arts were taught along with liberal arts; namely, philosophy, classical languages, literature, history, pedagogy, science, and mathematics. Another phase of the curriculum developed including medicine, social work, theology, and nursing and training schools. Later, the normal school was begun to prepare its students to become outstanding public school teachers.

The mission of Saint Augustine's College is not a legend, it is realism. The college is structured into two areas-the lower college through which the general education program is administered. Through the upper level, thirty-six majors maybe pursued in the divisions of allied health, business, education, humanities, natural sciences, and social sciences.

Very important to note is the development of field experience programs in student teaching, a dual degree in various areas of engineering made possible through a cooperative relationship with North Carolina State University and in industrial hygiene with the University of North Carolina at Chapel Hill. A program in Allied Health with selected laboratories is available. The Army Reserved Officers Training Corps (ROTC) provides academic concentration and leadership.

Saint Augustine's College also strives for excellence through its Living-learning experiences that are available in England and Jamaica through study abroad opportunities. Excellence is what

we aim for at the institution as we seek to fulfill the mission of the college, which is to prepare all students to become knowledgeable agents of change -- capable, and responsible citizens of integrity and who must make positive contributions now and toward the year 2000.

SAINT MARY'S COLLEGE

To the Bishop and the One Hundred and Eleventh Annual Convention of the Diocese of East Carolina:

Our 152nd year finds us with a full campus and a balanced budget for the seventeenth year! These signs of health and vitality indicate to us that there continues to be strong support for our mission of holistic education for young women.

With an increase in enrollment over last year, we find the campus bursting with students. New sections had to be added for several courses, particularly in the sciences. This semester, 78% of our students are taking a science class; this compares with 48% just five years ago. Fortunately, our location and reputation allow us to attract a superb teaching faculty.

The high school division has experienced considerable growth with an influx of day students. Our fledging tenth grade has brought us a small but highly competent group from local schools. We have the highest day student enrollment in our history, and our new Day Student Coordinator has helped us accomplish the goal of integrating day students into campus life.

In addition, the high school program has several new features.

For the first time, high school students have elected their own slate of Student Government Officers. The high school SGA is both more attentive to, and more knowledgeable about the concerns of the high school. The College SGA is similarly able to devote its efforts to concerns of college students. This new arrangement has allowed for more student leadership to emerge.

Students continue to offer time to many worthwhile efforts, in addition to their busy academic lives. Students are again volunteering with a number of local groups, including Loaves and Fishes and Crossroads. A chapter of Habitat for Humanity was organized by the high school this year. The Vestry's canned food drive before Thanksgiving yielded great results for Wake Relief, and we are now involved with serving 60 children in Project Angel Tree.

Recent physical improvements on the campus have provided new lighting and landscaping around the chapel, enhancing its appeal. Next year, the new soccer field will come fully to life as teams hit the field. Visitors--and old friends too-find themselves on a lively, busy, and lovely campus which truly conveys the spirit of Saint Mary's.

Respectfully submitted,

The Rev. Janet C. Watrous
Chaplain

SEWANEE
THE UNIVERSITY OF THE SOUTH

To the Bishop and the One Hundred and Eleventh Annual Convention of the Diocese of East Carolina:

Overview

Record enrollment, record giving and the announcement of a $91.5 million capital campaign marked another successful year for the University of the South (Sewanee) during 1992-93.

The Campaign for Sewanee Begins

In August 1993, University Vice-Chancellor Dr. Samuel R. Williamson formally announced the start of The Campaign for Sewanee. A $91.5 million effort, the fund-raiser is the University's most ambitious drive ever.

More than half of the total campaign goal - $46 million - will go directly to Sewanee's endowment where it will primarily support scholarships and professorships. The increase will help the University expand its financial aid and scholarship programs in an extremely competitive admission market to attract the nation's most gifted students. At the same time, the funds will ensure that Sewanee can recruit, retain and challenge outstanding teachers and scholars with the establishment of additional endowed professorships.

The campaign earmarks a total of $36.8 million for facilities and renovations. Four major new buildings are planned, one of which, the Sport and Fitness Center, already under construction, will provide dramatically improved recreational and athletic opportunities for all members of the Sewanee community. Also scheduled are a new dining hall, a fine arts building, and a new

chapel for the School Theology.

The third major goal of the campaign is to strengthen giving to the University's annual fund. Donations to the Sewanee Annual Fund generate approximately 4.2 percent of the University's operating budget, supporting faculty salaries, financial aid, and special study programs, along with a myriad of daily expenditures. The campaign will also include a separate bequests and expectancies objective for those wishing to contribute through planned giving.

The Sewanee Review Celebrates 100 Years of Publication

In November 1992, the *Sewanee Review* celebrated its unique status in American letters. The *Review* is the oldest, continuously published literary review in the United States.

Shelby Foote, the novelist and historian who authored *The Civil War: A Narrative*, was among featured speakers attending the three-day celebration. He was joined by the novelist Helen Norris Bell, the author George Garrett, and Henry Hoyns, Professor of English at the University of Virginia.

The weekend also marked the 90th birthday of the noted writer Andrew Lytle, whose literary care has spanned eight decades. Lytle has written several novels and critical works and is a past editor of the *Sewanee Review*.

Enrollment Reaches Record Level

For the second consecutive year, the University experienced a record enrollment. The student population now stands at 1,153. Applications also reached their highest level. At the School of Theology there has been an equally impressive rise in enrollment with 77 students registered for studies during Advent semester. This is the Seminary's largest enrollment in 10 years, bolstered

by an incoming junior class of 35.

Giving to University at Highest Point Ever

Twice in two years, the University raised a record amount of money through its development efforts. During the past year, the University raised $12.2 million, topping last year's total by $300,000.

The record gifts will aid the endowment, annual fund and campus construction projects and included a substantial number of bequests. More than 7,600 donors contributed during the record-setting year. Two years ago, the University raised $4.6 million.

Honorary Degrees Awarded

The University awarded 14 honorary degrees during academic year 1992-93. Receiving Doctor Letters degrees were: Yerger Hunt Clifton of Memphis, TN; John Hope Franklin of Durham, N.C.; Elizabeth Spencer of Chapel Hill, N.C.; and Mona Van Duyn Thurston of St. Louis, MO.

Receiving Doctor of Civil Law degrees were: Earl Gilbert Graves of New York, N.Y.; Admiral Frank B. Kelso, II of Washington, D.C.; Frank Kenan of Chapel Hill, N.C.; Dr. Manning Mason Pattillo, Jr., of Atlanta, GA; Admiral William Oliver Studeman of Great Falls, VA; and Edwin Dargan Williamson of Washington, D.C.

Receiving Doctor of Divinity degrees were: the Rev. E. Dudley Colhoun, Jr., of Winston-Salem, N.C.; the Rev. Lavan Baltzell Davis of Pensacola, FL; the Rt. Rev. Peter James Lee, Bishop of Virginia; and the Most Rev. Manasses Kuria, Archbishop of Kenya.

The Diocese of East Carolina

The Diocese of East Carolina participates directly in the life of the University in many ways, through both gifts and the students who attend the University, as well as through the service of the University Trustees. There are seven students from the Diocese of East Carolina enrolled in College of Arts and Sciences. Of these students five are receiving some type of financial assistance in the amount of $51,818. There are two Episcopalian students that are receiving some kind of financial assistance in the amount of $10,748. There are currently five EFM groups with 46 members. The EFM coordinator is Mr. William A. Young, 6309 Pintail Court, Wilmington, NC 28403. In addition, 8 parishes in the diocese gave gifts last year totaling $6,913, to support the University and its programs. The Trustees serving from the Diocese of East Carolina are: The Rt. Rev. B. Sidney Sanders, Kinston, N.C.; The Rev. Russell L. Johnson, Edenton, N.C.; Dr. John Y. Powell, Professor, Greenville, N.C.; Mrs. Alicia H. Ragsdale, Jacksonville, N.C.

RESOLUTION FOR RACIAL JUSTICE AND RECONCILIATION

Whereas, the 110th Diocesan Convention resolved that the Diocese of East Carolina "Share and use the enabling resources of the Commission on Racism, the Executive Council, the Episcopal Consultative Commission, and other components of the diocesan structure to recommend a policy aimed at eliminating racism within our membership, and throughout the diocese for adoption at this 111th convention," and

Whereas, the elimination of Racism, or of any disruptions of the nature of racism has need to begin in each deanery, and to reflect the concerns of every member and member Church in the diocese,

Be it resolved that each dean and deanery of the diocese appoint a racial auditor and/or audit committee to monitor, to hold dialogue sessions, and report to subsequent conventions of this diocese in ways that will assist the formation of a policy aimed at eliminating racism and affirming justice within our membership, and;

Be it further resolved that the full resources of the diocese and of the National Church office be fully considered to carry out these audits and reports in ways that will promote good policy decisions and justice and reconciliation.

Respectfully submitted,

The Rev. Edwin E. Smith
Chairman

RESOLUTION ON REFUGEE MINISTRY

Whereas recent resistance to immigration policies in the United States have caused an unfavorable attitude toward allowing refugees into the country,

Whereas there are 17,000,000 refugees in the world today, twice as many as there were 10 years ago,

Whereas refugees are defined as persons who because of well founded fear of persecution for reasons of race, religion, nationality, or membership in a particular social group or political opinion, are outside their own countries andare unable or owing to such fear unwilling to get protection from their own countries, and owing to this fearare unwilling to return to their countries, and;

Whereas the legislative and executive branches of our own federal government have established that no more than 120,000 refugees may enter legally the United States between October 1993 and October 1994 (approximately the same number of persons who exit the country of their own volition), and;

Whereas in East Carolina our Diocesan Refugee Program is committed to using church sponsors and finding refugees jobs as soon as possible without use of refugee cash assistance (a monthly payment similar to welfare available to refugees for the first 8 months only) particularly in the first four months after entry, thus saving tax money, and;

Whereas many studies show that refugees and other immigrants also excel as workers, contribute to the tax bases, and create more jobs rather than become drains on the economy,

Whereas our Lord Jesus Christ blessed those who welcome such "strangers" into their midst,

Therefore be it resolved that this 111th convention affirm this ministry by spreading the word of the need for refugee sponsors among our member churches,

And be it further resolved that we memorialize the next General Convention of this church to support the principle of receiving and increasing share of the world's refugees, and to continue participating in the resettlement efforts through Episcopal Migration Ministries.

Respectfully submitted,

The Revs. Lee Cutair and Sherman Miller for the
Committee on Refugee Ministry

STEWARDSHIP RESOLUTION

Whereas at the 1993 Needs and Goals Conference, the leadership of the Diocese of East Carolina set a goal that the Diocese "adopt and promote a Diocesan-wide stewardship plan," and

Whereas, the Diocesan Stewardship Commission has responded to that goal by developing a stewardship education plan for the Diocese, and

Whereas, as a Diocese we are committed to on-going, year-long stewardship education,

Be it resolved that the delegates of the One Hundred and Eleventh Convention of the Diocese of East Carolina accept the attached Stewardship Plan and commit to actively promoting it within all parishes of the Diocese.

Respectfully submitted,

Diocesan Stewardship Commission

IN MEMORIAM: THE RT. REV. HUNLEY ELEBASH

There is a lamentable absence of books about the inner life and daily problems of a bishop in the twentieth century. However, the life and vocation lived among us by HUNLEY AGEE ELEBASH, D.D., the fifth Bishop of the Diocese of East Carolina, merits our attention as an example of Christian living which is more than words. He died on October 20, 1993.

Whereas Bishop Elebash shared his native gentleness in ways which graced the lives of many;

And whereas his delightful and harmless sense of humor delighted all who knew him and gave him access to the men and women and children of his day;

And whereas his dedication as parish priest, Diocesan executive Secretary, Bishop Coadjutor, and Diocesan Bishop of the Diocese of East Carolina, displayed, enabled, and involved the church in acts representing its catholic and apostolic character locally and nationally;

And whereas he was tireless in his efforts to discover resources for educating laity and clergy and helping them in their perplexities;

And whereas he was a man of prayer ready to assist all who wished to accept their vocation and pray;

And whereas he accepted his call to be a reconciler who unites persons, groups, and their differing practices in Christ's service;

And whereas he expressed his office as chief liturgical officer in the spirit of being "the priest's priest and the people's priest;"

And whereas he carried out his apostolic office as a guide for the church in her world mission, in her preaching of the gospel, in her service to those who suffer, and in her potential to be one in Christ;

And whereas he listened to all age groups and acted as a reconciling agent in a time of new and evolving movements in his own church and beyond;

And whereas he sought to be a minister of unity in a post-war world and in an age of rapid social change where many sought human rights previously denied them;

And finally, since Hunley Agee Elebash was a keeper of the tradition of Christ for 36 years in this Diocese knowing what are the things which are not shaken;

Therefore be it resolved that thanks be offered to God for this faithful, humble, and ready servant of Christ, the chambers of whose heart were open to the world;

And be it further resolved that copies of this resolution be forwarded to the members of Bishop Elebash's family.

Respectfully submitted,

John James Ormond

RESOLUTION IN MEMORY OF THE REV. ROBERT H. BONNER

Whereas the Reverend Robert H. Bonner has contributed to the advance of Christian stewardship in the Diocese of East Carolina in a singular way;

And whereas this fast-talking Texan has brought humor and zest to a subject often associated with dread and foreboding;

And whereas he has dispelled the myth of the "national church" as an entity separate and distinct from local parishes and has shown how the said "national church" is only an extension of local parishes;

And whereas he brought his enormous talent and love of the Lord to big and small parishes for the single purpose of the advance of God's kingdom;

And whereas his STAR system is an effective tool to promote church growth and leadership training;

And whereas he gave a vivid personal example of a person transformed by the love of God;

Be it therefore resolved that the 111th annual convention of the Diocese of East Carolina assembled in Greenville, North Carolina, thank God for the life and ministry of the Rev. Bob Bonner, send its sincere condolences to his wife, Donna and family, and recommit itself to embrace Christian stewardship that is both a joy to proclaim and a challenge to fulfill.

Respectfully submitted,

Trish Joyce
St. Paul's in the Pines, Fayetteville

RESOLUTION IN THANKSGIVING FOR THE MINISTRY OF THE REV. JOHN E. BANKS

Whereas St. Paul's Episcopal Church, Greenville, North Carolina in 1993 was without a priest to lead the congregation in worship, administer the sacraments, and provide pastoral care.

And whereas the Reverend John E. Banks answered the call of St. Paul's to join in the ministry of our parish as a priest, a pastor, and a friend;

And whereas our friend Jack Banks accepted our call to serve during an interim period, while we searched to discover God's choice for us of a permanent rector;

And whereas he has lived in our midst while facing the adversities of illness, separation from his historical roots, and an indeterminate period of service;

And whereas Jack has written indelibly his uplifting presence on our parish, preaching with vigor and insight; caring for us with sensitivity and understanding; befriending us as individuals, as a parish, and as a community; administering our Lord's sacraments with grace and compassion; teaching us about our world and community and especially about ourselves with candor and without threat;

And whereas our parish has been and shall be in the years to come the beneficiary of his presence as we strive to leave the darkness and live in the light,

Therefore, be it resolved that the 111th Annual Convention join with the Vestry and people of St. Paul's to express our deep gratitude to Jack.

Respectfully submitted,

Al Matthews
St. Paul's, Greenville

IN MEMORIAM
THE REV. MORTIMER WORTH GLOVER

Whereas MORTIMER WORTH GLOVER, child of God, Christian priest in God's church and community leader died on January 11, 1994, in the 97th year of his life;

And whereas his name is added in a final sense to the history of St. James Church, Wilmington, North Carolina, the Diocese of East Carolina and the larger church as well;

And whereas he served as Rector of St. James Church fromm 1936 until 1964, and as Rector Emeritus thereafter until his death;

And whereas generations of family members had their lives fashioned, enriched, and enhanced by his teaching of Holy Scripture and the fundamentals of Christian formation;

And whereas the parishes entrusted to his care over his long ministry received dedicated pastoral care, Christian education, and multiple expressions of kindness and steady ministry;

And whereas he glorified God in his fulfillment of those responsibilities, offices, and assignments asked of him by the church in the various forms of its polity;

And whereas his compassion for those less fortunate and appreciation for the mystery of life necessarily involved him in a concern for better and improved public housing for persons who very much needed it;

And whereas a community facility of 75 units for the elderly and disabled persons carries his name in the city of Wilmington, North Carolina;

And where his immersion in the reading and application of Holy Scripture and his devotion to the passion and resurrection of Jesus Christ made him a man of strong faith and conviction whose views on important issues were well known;

And whereas he believed that God's loving hand has indeed given all that can be possessed, he received the grace to honor the Lord with his substance and to persuade others so to do;

And whereas he viewed his life and that of his family to be directed toward pleasing the Lord in all things;

And whereas a long line of men offered themselves for the ordained ministry from St. James Church in the years between 1936 and 1964;

And whereas parish churches and dioceses are dependent upon the leaders they attract and whose lives of dedicated service they receive;

Therefore be it resolved that the 111th Annual Convention of the Diocese of East Carolina offer its thanks to God Almight for the life and ministry of MORTIMER WORTH GLOVER.

Respectfully submitted,

G. Deanes Gornto, for
The Vestry of St. James, Wilmington

IN MEMORIAM

Whereas Myrtle Richardson Tucker died suddenly in her sleep on January 20, 1994, and

Whereas Myrtle faithfully served the Diocese of East Carolina through her ministry as Food Service Director at Trinity Center, and

Whereas Myrtle dedicated herself for more than seven years to the care and feeding of others to empower their ministries

Now, therefore, be it resolved that the people of the Diocese of East Carolina will greatly miss Myrtle's energy, enthusiasm, and resourcefulness and will long honor the memory of this unforgettable lady.

Respectfully submitted,

Mike Morgan
Executive Director of Trinity Center

RESOLUTION ON SEAFARER MINISTRIES

1993 marked the Sesquicentennial Year for the Seaman's Church Institute (SCI). SCI was begun by Episcopal lay persons, was at one time a diocesan mission, and remains a diocesan-related ecumenical agency.

Local congregations have supported the SCI mission by gifts of time, talent, money goods, or prayer. Anglican congregations worldwide support the Missions to Seamen of which SCI is an integral part.

Although Anglican bishops at the most recent Lambeth Convention recognized, by resolution, the Missions to Seamen as the Anglican Church's outreach to the shipping industry, our General Convention has not had a similar opportunity regarding Episcopal seafarer missions in the United States.

Resolved: That this Convention commend the Seamen's Church Institute for 150 years of missionary outreach to the hundreds of thousands of seafarers from all religions and cultures who have passed through the Ports of Wilmington, North Carolina and Morehead City, North Carolina; and

That, as appropriate, the congregations of this Diocese prayerfully support the ministry of the Seamen's Church Institute's the Diocesan evangelistic arm to merchant and cruise ship seafarers; and

That this Convention submit to the 71st General Convention of the Episcopal Church the following Resolution:

RESOLVED, the House of _____ concurring, that this 71st convention commend the ministry of the some 27 Episcopal-Related seafarer missions in the United States; and

BE IT FURTHER RESOLVED, that these seafarer missions be commended to the several dioceses, as appropriate agencies for evangelistic and outreach ministry among merchant and cruise ship seafarers in the United States.

Respectfully submitted,

Pat Howe,
St. Andrew's, Wilmington

RESOLUTION ON THE CREATION OF AN INTERNATIONAL COMMUNITY DEVELOPMENT FOUNDATION

Whereas Doctor Martin Luther King reminded us, "Without vision a people perish."

And whereas, the intractable problems at home of race, poor education, youth unemployment, crime, etc., will not be addressed effectively by more civil rights laws, more police on the streets, more prison, or more money for education and low-income home ownership, for necessary as these investments are, they will fail us, unless through them hope is nurtured and little people perceive that they "are somebody" and their insights and hard work are needed by their communities;

And whereas, the forces which threaten the international community (ethnic strife, extreme nationalism, violence, etc.) will be neither elimianted nor contained through diplomacy, new security agreements, GATT, etc., urgent though these steps be, because peace demans that little people abroad breathe hope, cherish a vision of a better community, and have resources to give flesh to their vision;

And whereas, Community Developers of Beaufort-Hyde, Inc.'s seven years of work in community development in a very poor rural area has demonstrated how hope is generated, vision-empowered work is begun, and community is nurtured when foundations and state agencies trust the insights of local little people and provide them with risk capital;

Be it therefore resolved, this 111th Convention of the Diocese of East Carolina supports the Community Developers of Beaufort-Hyde, Inc. as it asks President Clinton to create an **International**

Community Development Foundation for the purpse of eliciting vision, generating hope, and summoning the energies of the little people of the globe to build better communities;

And be it resolved further that this **International Community Development Foundation** be funded through appropriations of 10% of the military budget of all participating countries with the United States initiating the process by pledging 10% of its military budget, said funds to become available as soon as other nations make corresponding commitments;

And be it resolved further, the 111th Convention of the Diocese of East Carolina supports the idea that grants from the **International Community Development Foundation** be restricted to community organizations and local governments within participating nations (being defined as nations that genuinely reduce their military budgets by 10% and contribute this sum to the **Foundation**) and also that the **Foundation** give genuine decision-making power to national advisory groups which are representative of the regions and ethnic groups of their countries.

Respectfully submitted,

The Rev. Judson Mayfield, Director
(This resolution was tabled.)

COURTESY RESOLUTION

Be it resolved that the One Hundred and Eleventh Annual Convention of the Diocese of East Carolina expresses appreciation and thanks to the Diocesan Convention Committee and its chair, Robert Van Veld, for the gift of a challenging convention and for the warm hospitality of St. Paul's and St. Timothy's Churches of Greenville and Emmanuel Church, Farmville which so perfectly offset the chill outside.

We also express our gratitude to the clergy and people of St. Peter's Roman Catholic Church for providing a wonderful place for our opening celebration and for the cordial manner in which they welcomed us into their Church.

For the gift of flowers from our neighbors in Farmville, which added beauty and color both to our worship and our festivities, we give thanks.

Be it further resolved that recognizing our worship as a central part of our convention, we wish to thank the Rev. Joseph Cooper and the Liturgical Commission for designing the services and to all who participated in the Opening Eucharist and other liturgies, with special thanks to the Ecumenical Dance Company whose graceful expression enhanced our Eucharistic offering.

We give thanks for Rick Templeton whose moving presentation made real to us our convention's focus on Restorative Justice.

And we also give thanks to Katy Whitley and Rodney Babe whose presentations were not only informative but a heartfelt personal witness re-calling us to the global mission of Christ's Church.

We give thanks for Bishop Alvarez's presence among us and the warmth of his invitation to grow together in knowledge and love as we begin our companion relationship with the Diocese of Puerto Rico.

And lastly, be it resolved that we offer thanksgiving for all of our brothers and sisters - the delegates and other participants in the 111th convention for seeking openness and understanding through dialogue and a renewed sense of our common calling in Christ.

Respectfully submitted,

Mrs. Helen Kutrow, Chair
The Rev. Thomas Cure
Mrs. Vera Hayes

RESPONSE TO THE BISHOP'S ADDRESS

Rt. Rev. Sir & Delegates to Convention

"In the middle of the night (we) do go walking in (our) sleep, from the mountains of faith, to a river so deep..."and thank God when we get there we find a Lord and Savior who continues to - hold us up ...to save us ...togive life meaning ...and, to bring us to service so that others don't see the river as "too wide," and to hard to cross."

The Committee on the Bishop's Address responds under three of the best pastoral statements I know:

- "Thank you".
- "I'm sorry" and
- "Please"

In the face of a cynical world and a world full of criticism and false judgements, thank you, Bishop, for being enthusiastic, optimistic and hopeful about the ministry with which we've been entrusted. Thank you, Bishop, for not taking ourself too serious, but taking very seriously the pain of the world;

Thank you, bishop, for having a sense of humor and a depth of joy which communicates to all of us, especially our young people, that the Christian faith can be fun and exciting and challenging.

Thank you, Bishop, for reminding us that our principal calling is to proclaim Jesus as Savior and serve Him as Lord...andthat our service is to mirror the values of Christ.

Thank you, Bishop, for affirming a diocesan staff which we all appreciate and who helps us be more effective in our local congregations.

Secondly, "We're sorry". We experience our own sorrow when we have not modeled the values of Christ.

...Oursorrow when we live out taking more than giving ...Whenwe have greater passion for: Carolina basketball or our boats, our jaguars, our beach homes or Seminole football than we have passion for the poor, the dispossessed, and the outcast.

We're sorry! Your address, Bishop, as it should, has taken us to our knees in confession - For we have not been the people God called us to be.

Thirdly, please...please,Bishop, continue to help us develop new congregations, to evangelize, and to provide new places from which to serve in Christ's name. Please, Bishop, forge ahead with a capital funds drive...challengeus through the spirit to reach for high goals, to take risks, to stretch ourselves to reach out. Please, Bishop, be actively involved in the development of a catechumenate process for confirmation. We need your theological and pastoral direction; please Bishop, continue to provide focus and direction for our deaneries. We need you to regularly provide goals, education and purpose for our deaneries. They all have great potential; the committee on your address wants us to realize their potential.

Please, Bishop, take time for yourself, for your family, for recreation, for rest, for prayer, for study and yes, even for Carolina/Duke basketball.

On more thank you - thank you, God, for giving the Diocese the gift of your servant, SID SANDERS.

EXECUTIVE COUNCIL MINUTES

MARCH 26, 1993
DIOCESAN HOUSE, KINSTON

The Executive Council of the Diocese of East Carolina met on Friday, March 26, 1993, at 9:30 a.m. in Kinston at the Diocesan House. The following were present: The Rt. Rev. B. Sidney Sanders, The Rt. Rev. Charles Vaché, The Rev. King McGlaughon, The Rev. Joseph Cooper, The Rev. Phil Craig, Sr., Mr. Sky Bramley, The Rev. Dr. Richard Warner, Jr., The Rev. Pamela Miller, The Rev. Russell Johnson, Dr. Allen Hornthal, Mrs. Frances vonRosenberg, Mr. Bob Adams, Mrs. Norma Van Veld, Mrs. Jo Parrott, Mr. Wallace Weeks, Mrs. Harriette Wagner, Mr. Carl Ragsdale, Mr. David Stoller, and Mr. Herb Thorp. Also present: Alicia Alford, Jane Wynne and Lynn Brown.

The minutes were accepted as submitted.

Bishop Sanders officially welcomed Bishop Charles Vaché as Assistant Bishop.

Bishop Sanders also welcomed the new members elected at convention to Executive Council. Each person introduced themselves.

The financial report was presented by the treasurer, Wallace Weeks, and accepted.

The Rev. King McGlaughon gave the Executive Council the names of the deans and what area they represent.

The Rev. Phil Glick, Albemarle Deanery
The Rev. Bill Bradbury, Pamlico Deanery
The Rev. Phil Craig, Trinity Deanery
The Rev. Ton Whiteside, Lower Cape Fear Deanery
The Rev. Ron Abrams, Upper Cape Fear Deanery

A copy of the Canon concerning Executive Council terms was included in the Executive Council packets. Each member will serve only a one year term this year. The deaneries will nominate persons to serve from now on. Nominations will be voted on at Annual Convention.

The Rev. King McGlaughon updated the council on the preparation for the 1994 Convention. The Convention will be held at the Hilton Inn in Greenville on February 10-12, 1994. The theme for 1994 is "Justice". According to the canons, delegates should be elected six months prior to convention (mid October). January 1, 1994 is the deadline for resolutions, etc. and February 5 is the deadline for revised resolutions. Pre-convention meetings will be held in January with the deaneries.

The Rev. Richard Warner noted there was a positive response to the format of the 1993 Convention; therefore, 1994 will follow the same format. However, feedback to the committee is encouraged.

Alicia Alford, Assistant for Stewardship and Communications, informed the council that the Companion Sheet, a newsletter from the diocesan office, will be mailed bi-monthly to the churches. Mrs. Alford also requested each

parish nominate a parish correspondent as a contact for her and also requested the churches update, make corrections and deletions for the Cross Current mailing list. A special edition newspaper has been sent to all people on the Cross Current mailing list announcing the new deanery structure. Also, filming for the diocesan video will begin in June and should be available by August or September.

Mrs. Jo Parrott, Camp Registrar, spoke on behalf of Camp Trinity. Presently, there are approximately 551 campers. There are thirty-three available spaces - 2 for females and 31 for boys.

Ms. Carol Taylor reported on several things concerning youth events. Ms. Taylor commended Powell Bland, leader of New Beginnings, for his hard work. Mr. Bland is stepping down and he will be sorely missed.

The National Episcopal Youth Event will be held July 27 - August 1 in Amherst, Massachusetts. The Dioceses of East and North Carolina will be sharing a bus for this event.

The Commission on Ministry Overnight was held on March 22-23 at Trinity Center to interview prospective postulants. Alan Smith and Rebecca Dixon were accepted as postulants. Barbara Houston and Joy Dosher have been accepted into the Diocesan Deacon's School as vocational deacons.

Mr. Bob Adams, President of the Foundation, announced that the portfolio, managed by Montag & Caldwell, is now valued at over 5 million dollars. It experienced phenomenal growth during 1992 - 16%. The board remains pleased with its management.

The Rev. Pam Miller, Chair of the Episcopal Farmworker Ministries Commission, gave a detailed report on the status of the Head Start program in Newton Grove for the children of farmworkers. Problems with East Coast Migrant Head Start have made continuing the program difficult. The Farmworker Board is looking at renting the existing building to another agency who will provide Head Start.

Mr. Carl Ragsdale, Chairman of the Trinity Board, reported that Trinity is doing well. Mr. Ragsdale briefly highlighted the following: 1) The Sound to Sea program, which is an Environmental Education Program. Two employees will be working throughout the summer to carry out the first "Day Camp" at Trinity Center. 2) Camp Trinity, directed by Carol Taylor, will begin June 11. 3) Thirteen Elder Hostel Programs are scheduled for 1993. 4) The Long Range Planning Committee, chaired by Alicia Ragsdale, meets periodically to discuss and plan major goals for Trinity Center for the next five years. 5) And last but not least, Mike Morgan, Executive Director of Trinity Center, is doing a superb job.

Mrs. Sheila Walker, President of the Episcopal Consultative Commission, announced the committee meets every six to eight weeks. The next meeting of the commission will be May 8 at St. Paul's, Washington. A retreat will be held July 21-22 at Trinity Center with The Rev. Early Clemmons Rector of St. Francis by-the-Sea in Texas, as keynote speaker. There are 10 openings for the conference. Everyone is invited.

Bishop Sanders made several announcements concerning upcoming meetings:

The Needs and Goals Conference will be held April 30 - May 1 at Trinity Center. Goals will be made for 1994-1995. The Executive Council should be present.

Also, the National Church's Executive Council will be sending two people to St. Mary's, Kinston to discuss the relationship of the National Church with the Diocese and to provide answers to any questions concerning the National Church. This meeting will be held on May 15 from 10:00 a.m. to 1:00 p.m. The Executive Council should be in attendance.

Bishop Sanders distributed a letter from St. Andrew's, Morehead City, requested the council read the letter, and respond afterwards. After much discussion, Mr. Herb Thorp requested this letter be tabled. All were in favor.

The next meeting of the Executive Council will be June 18, 1993, at 9:30 a.m. in Kinston at the Diocesan House.

There being no further business, the meeting was adjourned.

MISSION STATEMENT

DIOCESE OF EAST CAROLINA

We believe that we are called:

To rejoice in being members of God's family,

To affirm the diversity of gifts with which we are blessed,

To serve with passion wherever God calls us into ministry,

To support this ministry with our time, talent and money.

EXECUTIVE COUNCIL MINUTES
JUNE 18, 1993
DIOCESAN HOUSE, KINSTON

The Executive Council of the Diocese of East Carolina met on Friday, June 18, 1993, at 9:30 a.m. in Kinston at the Diocesan House. The following were present: The Rt. Rev. B. Sidney Sanders, The Rev. King McGlaughon, The Rt. Rev. Charles Vaché, Mrs. Harriette Wagner, The Rev. Robert Hobgood, The Rev. Edwin Smith, Mrs. Judy Glick, Mrs. Becky Eckhardt, The Rev. Joseph Cooper, Mr. Sky Bramley, Mrs. Norma Van Veld, The Rev. Russell Johnson, Mr. Carl Ragsdale, The Rev. Ron Abrams, Mr. Wallace Weeks, Mr. Robert Adams, Mrs. Frances VonRosenberg, The Rev. Phil Craig, The Rev. Pamela Miller, The Rev. Phil Glick, Mrs. Jo Parrott, Mrs. Libba Pate, and Dr. Allen Hornthal. Also present: Alicia Alford, Jane Wynne, and Lynn Brown.

The minutes were accepted as submitted.

The financial report was presented by the treasurer, Wallace Weeks, and accepted.

The Rev. Robert Hobgood, Chairman of Committee on Congregations and Development, reported on the Virginia/Carolina Small Church Conference held at Trinity Center. The Committee has met monthly since February and is working on their structure as well as dealing with parishes who have also requested consultations.

Bishop Sanders announced to the Executive Council that Morning Prayer will take place each morning at 10:00 a.m. at the Diocesan House. The answering machine will be on to take your messages.

The Rev. Joseph Cooper briefly advertised the upcoming Music Conference at Trinity Center to be held August 27-28, 1993, featuring David Hurd.

Mrs. Jo Parrott, a member of the Creative Christian Stewardship committee, spoke in the absence of the Chairman, Mr. John Carter. After a brief summary of each organization the Executive Council moved for adoption and the proposed grants were unanimously adopted.

The Rev. King McGlaughon referred to the Creative Christian Stewardship application to be reviewed by Executive Council. After a brief discussion, several amendments were made. The amended application was unanimously adopted.

The Rev. King McGlaughon also presented a Parental, Family and Maternity/Paternity Leave Policy. Mrs. Judy Glick moved that the Executive Council accept these as minimum guidelines not as a policy. This was not accepted.

The Rev. Russell Johnson moved that the Maternity/Paternity Leave information be published as policy, not guidelines. The Rev. Phil Craig seconded the motion and it was passed with one objection.

Mrs. Jo Parrott, Camp Trinity Registrar, announced 569 registered campers, 145 campers on the waiting list, and several openings for the last week of camp for boys grades

4-6. There are several schools in session that week. Also, scholarship gifts are being received.

Mrs. Alicia Alford, Assistant for Stewardship and Communications, commented on the meeting with leaders of the diocese and representatives of the National Church and National Executive Council held at St. Mary's, Kinston on Saturday, May 15 from 10:00 until 3:00. Mrs. Alford reported excellent dialogue with Marcie Walsh and Ethan Flad. This meeting gave an opportunity for the diocese to communicate. There was much excitement by the attendees of what is taking place in the diocese such as: San Mateo, Youth, and the communication process.

The Rev. Pamela Miller, Chairman of the Episcopal Farmworker Ministry Committee, updated the Council of the status of the Headstart program at Newton Grove. The Rev. Mrs. Miller was proud to announce a relationship with Telemon after three months of negotiations. Telemon of Raleigh will rent the building from the Diocese and provide a Head Start program to the children of our farmworkers.

The Rev. Mrs. Miller reported on the Farmworker Board Overnight which was held May 5-6, 1993, at Trinity Center. Keynoter for the overnight was Bill Coolidge.

Bishop Charles Vaché spoke briefly of his trip to Jerusalem. He also announced a Commission on Sexual Misconduct will be formed and a Conference on Sexual Misconduct will be held on November 7-9 at Trinity Center. The conference is for clergy and other persons involved professionally in ministry in the Episcopal Church. A packet of guidelines will be mailed to the clergy and lay professionals prior to the conference. These procedures and policies will be adopted at

the conference.

The Rev. King McGlaughon informed the Executive Council of our upcoming 1994 Convention which will be held in Greenville at the Hilton Inn February 10-12. Bishop Gossman accepted our request to have the opening service in Greenville at the St. Peter's Roman Catholic Church. Contracts have been made with the local motels.

The Needs and Goals Conference was held April 30 - May 1 at Trinity Center. The Rev. Mr. McGlaughon distributed booklets which contained the results of the conference. These goals have been communicated to each deanery by the diocesan staff.

Bishop Sanders announced a meeting will take place on July 8 with the architect, Kent Cooper, to see if it would be possible for St. Francis Episcopal Church to be built on the grounds of Trinity Center.

Dr. Robert Adams, President of the Foundation, presented a brief report on the status of funds of the Foundation. Interest at this date is 8.6%. Dr. Adams stressed much satisfaction with Montag & Caldwell.

Bishop Sanders announced that he and The Revs. Joe Cooper, Russell Johnson, and Phil Craig in addition to Jane Wynne, attended Synod June 9-11. The Synod dealt with the results of the Human Sexuality surveys.

Bishop Sanders spoke of the East Tennessee Initiative and their upcoming conference in St. Louis. The Bishop does not support the group and will not participate in the conference. He believes the National Executive Council will study the

structure of the National Church and respond adequately to concerns that have been raised by the Church.

Mr. Carl Ragsdale, Chairman of the Trinity Board,expressed how well things are going at Trinity. Revenues are $41,000 over expenses. The environmental day camp and the regular Trinity camp are almost full. Things are going well.

Mrs. Frances VonRosenberg, Chairman of the Episcopal Church Women, reported that the annual meeting took place at St. John's, Fayetteville on May 4. Mrs. Ginger Paul, President of the National Episcopal Church Women, was the keynoter. There were 180 people in attendance.

There being no further business, the meeting was adjourned.

Next meeting: Overnight August 29-30 at Trinity Center
October 29, at 9:30 a.m. in Kinston at the Diocesan House

EXECUTIVE COUNCIL MINUTES
OCTOBER 29, 1993
DIOCESAN HOUSE, KINSTON

The Executive Council of the Diocese of East Carolina met on Friday, October 29, 1993, at 9:30 a.m. in Kinston at the Diocesan House. The following were present: The Rt. Rev. B. Sidney Sanders, The Rt. Rev. Charles Vaché, The Rev. Phil Craig, Mrs. Harriette Wagner, The Rev. Edwin Smith, Mr. Sky Bramley, The Rev. Pamela Miller, The Rev. Ron Abrams, Mrs. Judy Glick, Mrs. Norma Van Veld, The Rev. Russell Johnson, Mrs. Frances VonRosenberg, Dr. Allen Hornthal, Mrs. Sheila Walker, The Rev. Joseph Cooper, Mrs. Becky Eckhardt, Mr. David Stoller, The Rev. Phil Glick, Mrs. Jo Parrott, Mrs. Libba Pate, The Rev. Ton Whiteside. Also present: Alicia Alford, Jane Wynne and Lynn Brown.

The minutes of the June meeting and the August overnight were approved as amended.

The financial report was presented by Jane Wynne and accepted.

There were three items needing a decision of how monies should be spent:

1) Bishop Sanders presented the Calhoun Bequest which was given in thanksgiving for The Rev. Ton Whiteside's ministry by his aunt. This bequest totaled approximately $93,000.

2) St. John's Episcopal Church in Wilmington received a gift of a condominium. They have recently sold the condominium and pledged 22% of this money to the Diocese

to be used as needed. The amount is $17,000.

3) The Rev. Phil Glick spoke concerning the property owned by the Diocese which is located across from Chowan College in Murfreesboro. The Rev. Mr. Glick stated three reasons to sell this property: we have been offered a reasonable price, the building on the property is in disrepair, and there is only one buyer. Chowan College has offered $90,000 for this property. Presently, a day care is operating on this piece of property.

Dr. Allen Hornthal moved that the Executive Council accept the $90,000 offer for this property in Murfreesboro. Mrs. Libba Pate seconded the motion. All were in favor.

Bishop Sanders will appoint a committee to recommend how these monies will be disbursed.

Jane Wynne spoke in the absence of The Rev. Robert Hobgood, Chairman of the Department of Congregations and Development. The Rev. Mr. Hobgood is requesting nominations for this committee's membership. Also, any church needing financial assistance for 1994 should fill out an application or contact The Rev. Mr. Hobgood.

The Rev. Russell Johnson, Co-Chair of the Department of Christian Formation, announced the Lenten Sabbatical work is proceeding. The Committee will meet on November 4.

Mrs. Sheila Walker, Chairperson of the Episcopal Consultative Commission, updated the Executive Council on their October Banquet with 117 people in attendance. It was held at King's Restaurant in Kinston. The keynoter was The Rev. David Nickerson from Delaware. The theme was

Stewardship and "Being a Christian." The Episcopal Consultative Committee has also planned an overnight session with the Rev. Mr. Nickerson at Trinity Center on June 15-16.

It was agreed that Executive Council send greetings to Dr. John Horton.

Mrs. Alicia Alford, Assistant for Communications and Stewardship, informed the Council that the new Cross Current is now at the printers. The mailing list needs some revisions but that will be cleared up shortly. There will be issues for November and December. The January and February issues will focus on convention. Editorials are welcome.

Mrs. Alford also announced that the members of the Stewardship Committee attended the Fall Deanery meetings. There was emphasis on giving joyfully. The Stewardship Committee will meet again November 2. The video should be ready within the next month. This will be shown at Convention and copies will be available for all parishes. The representatives also received input that parishioners want training and education in the area of stewardship.

Bishop Vaché spoke briefly on the training workshop he attended on Sexual Misconduct. The Rev. David Rider will be assisting at our Clergy Conference to train the clergy and lay employees on sexual misconduct. A minimum of 8 hours of training is mandatory in order to be covered for liability insurance. The Diocese will use the guidelines from the Diocese of Virginia and Washington as a guide.

Bishop Vaché requested that the Diocese designate $5,000 of his salary as supplemental housing allowance. All were in favor.

The Rev. Ron Abrams distributed material on the Executive Council Restructure for 1994. The Rev. Mr. Abrams stressed the need for open communication lines and dialogue. It is hoped that the council will be an ongoing working body year round. Mrs. Jo Parrott moved for approval of this restructure process. It was unanimously adopted.

Mrs. Jo Parrott, Camp Registrar, announced there were 572 campers, 162 on the waiting list. There have already been 22 requests for 1994. It was a great year in terms of scholarship, receiving in excess of $14,000.

There were several deans who attended the Executive Council meeting and each gave a brief summary of their deanery celebrations throughout the Diocese. All seemed to be a success with good attendance.

Jane Wynne updated the council on the status of the 1994 Convention. The registrar has received 45 of 73 delegate certificates. The theme this year is Restorative Justice. A "fiesta" will be held on Friday evening. Please send in your forms as soon as possible.

The Rev. Pamela Miller reported that 4 young people from Puerto Rico visited Happening. They were graciously received and plan on establishing Happening now in Puerto Rico.

The Rev. Mrs. Miller also announced that the Farmworker Ministry Committee is now working to ascertain a 3 year

lease with Telamon renting the land and day care facility for Head Start. The committee is happy with its relationship with Telamon.

The Rev. Russell Johnson moved that Executive Council provide The Rev. H. King McGlaughon with his salary and benefits through the end of the year and a note of appreciation. It was unanimously passed.

Mrs. Charles VonRosenberg, President of the Episcopal Church Women, spoke briefly of the August 25-26 overnight.

Bishop Sanders reported that the Board of Trinity Center and the Long Range Planning Committee have recommended the following: 1) camp staff housing 2) large meeting space 3) complete third living space and 4) office space. Trinity's budget will be reviewed at the next meeting.

The Rev. Ton Whiteside commended Mike Morgan and Trinity Center's Sound-to-Sea program.

Bishop Sanders announced the members of the committee to deal with the disbursements of recent gifts and sale of property: Allen Hornthal, Ton Whiteside, Phil Glick, Joe Cooper, Judy Glick, Harriette Wagner, and Dave Stoller.

Mr. David Stoller announced a Marriage Encounter Weekend will take place on March 4-6, 1994 at the Ramada Inn, Atlantic Beach.

The Acolyte Festival will take place on Saturday, November 6, from 11:00 - 3:00 in Kinston at St. Mary's.

There being no further business, the meeting adjourned.

Next meeting: December 10, at 9:30 a.m. in Kinston, Diocesan House January 21, at 9:30 a.m. in Kinston, Diocesan House

EXECUTIVE COUNCIL MINUTES
DECEMBER 10, 1993
DIOCESAN HOUSE, KINSTON

The Executive Council of the Diocese of East Carolina met on Friday, December 10, 1993, at 9:30 a.m. in Kinston at the Diocesan House. The following were present: The Rt. Rev. B. Sidney Sanders, The Rt. Rev. Charles Vaché, The Rev. Russell Johnson, The Rev. Bob Hobgood, Mrs. Norma Van Veld, The Rev. Ron Abrams, The Rev. Edwin Smith, Mr. Sky Bramley, The Rev. Joe Cooper, Dr. Allen Hornthal, The Rev. Dr. Richard Warner, Jr., Mr. Dave Stoller, The Rev. Ton Whiteside, Mrs. Sheila Walker, Mrs. Becky Eckhardt, Mrs. Jo Parrott, The Rev. Pam Miller, The Rev. Phil Craig, Dr. Bob Adams, Mr. Wallace Weeks. Also present: Jane Wynne and Lynn Brown.

The minutes were accepted as presented.

The financial report, presented by Mr. Wallace Weeks, was approved as amended.

The Rev. Bob Hobgood, Chairman of Congregations and Development, announced that eight requests have been received from churches needing financial assistance from the diocese. There is one outstanding request needing contingency in 1994 which is San Mateo. A meeting of the department will be held on Saturday, January 15, at 10:00 in Kinston at the Diocesan House to determine amounts to be distributed.

The Rev. Dr. Richard Warner, co-chair of Christian Formation, informed the Council that things are progressing

and the material will be distributed at convention. The Lenten Sabbatical will be postponed until next year. The department will focus on the Family Ministries Conference at Trinity Center August 24-26. The Needs and Goals Overnight for the department will be held March 11-12 also at Trinity Center. The department plans to pull various interests together to possibly solidify those interests.

On November 5, 1993 a sub-committee of the Executive Council met to discuss and recommend expenditure of funds received by the Diocese of East Carolina. The funds are as follows:

1) Calhoun Request - $93,000 from Mrs. Coral W. Calhoun in honor of her nephew, The Rev. Burton Whiteside.

2) Purchase of Murfreesboro property - $90,000; $20,000 at closing and $10,000 per year for 8 years.

3) St. John's, Wilmington pledge - $17,356.96; an additional pledge amount due to gifts received by St. John's.

The sub-committee has recommended the following disbursement to Executive Council:

$60,000 - fund for Therapeutic Support for Clergy. The interest only to be used; the fund will be administered by the Bishop.

$10,000 - matching fund grant for San Mateo in Pantego, NC.

$20,000 - matching fund grant for Good Shepherd House, Wilmington, NC.

$45,000 - St. Thomas, Ahoskie building fund.

$65,000 - Church of the Servant, Wilmington building fund.

After some discussion, the Executive Council moved the adoption of the recommended disbursements.

The Rev. Pamela Miller spoke of the diocese's need to acquire property for future congregations. The Rev. Mrs. Miller recommended that a percentage of new gifts to the diocese be set aside for acquisition of property. the council supported her recommendation.

The Rev. Ron Abrams, Chairman of the Camp Committee, reported that camp had changed several items, such as raising tuition $20; decreasing the grant from diocese; adding 2 camp days, expanding Explorers II session will be a 9 day camp including Art and Drama to the session, and another third grade session will be added. The Rev. Richard Warner moved to adopt the 1994 Camp Budget. It was unanimously passed.

Mrs. Jo Parrott, a member of the Creative Christian Stewardship Committee, presented each project requesting funds. After some discussion, all grants were approved. Norma Van Veld said that the process of having all grants be approved by the deaneries was most helpful.

Due to the absence of Alicia Alford, Assistant for Stewardship and Communications, Jane Wynne reported the December issue of CROSS CURRENT expanded to 16 pages. The next issue will be the January/February issue,which will also be 16 pages. The deadline is December 15. The March issue will return to its normal format with some post-

convention follow-up with extra pages being devoted to Anglican Community news using articles from the Episcopal News Service. CROSS CURRENT still needs people to attend convention as correspondents. Mr. Joe West, husband of The Rev. Carolyn West of Christ Church, New Bern, is writing for CROSS CURRENT and will also attend convention as a correspondent.

The Stewardship Commission has met twice since the last Executive Council meeting. The Commission is working to respond to the Needs and Goals Conference's identification of the need for a diocesan-wide stewardship plan. The committee is developing a stewardship education plan to present to convention. Alicia has several ideas for the Executive Council representatives to the Stewardship and Communications Department. They are as follows: 1) One representative to start a committee working on planned giving. This would be a sub-group of the Stewardship Commission. 2) One representative to serve on the Stewardship Commission. 3) One representative to help me start a Communications/Marketing Committee. 4) One representative to start a Task Force to look into television advertising.

Bishop Sanders announced new clergy coming to the diocese: The Revs. Bill Brettmann, Barbara Chaffee, Lee Cutair, Bob Banse, Tom Midyette, Don Brand, and Frank Fagan.

St. James, Wilmington and St. Andrew's, Nags Head are in the search process.

Bishop Vaché, Chairman of the Committee on Sexual Misconduct, updated the Council on the November Sexual Misconduct Conference. The November Conference featured

the Rev. David Rider. The clergy who attended have fulfilled their requirement of four hours of child sex abuse training and four hours of sexual harassment training. The second draft of the diocese's guidelines received from the conference. The primary concern of the clergy dealt with the possibility of false accusations.

due to ever increasing health insurance costs, Jane Wynne presented information on the ACS insurance company in Winston-Salem. Ms. Wynne explained the policy in detail and brought attention to an increase in deductible. The diocese does ask each church to assist their employees in paying their deductible. After much discussion, the Executive Council moved to pass the recommendation of changing insurance companies. The Council also approved asking parishes to place a line item in the budget of at least half the deductible to aid those persons affected by the increased deductible amount.

Bishop Vaché spoke of a need to have a wellness program in the diocese. It is hoped that groups of clergy would meet twice monthly with a counselor. The new fund for Therapists support could help enable this. Several clergy spoke to this need and others spoke of their groups, already established.

Jane Wynne, ex-officio member of the Convention Committee, updated the Executive Council on the 1994 Convention. Registrations are being returned on schedule and things are running smoothly. The committee will meet on January 20 in Greenville at the Hilton Inn.

Dr. Robert Adams, President of the Foundation, reported that Montag & Caldwell predict a 10% growth over the

whole year. The portfolio is valued at approximately $4,730,00,000.One church that had invested with Montag & Caldwell decided to withdraw their money this year.

Mr. Carl Ragsdale, Chairman of the Board of Trinity Center, announced gross revenues of $1,016,000 and a $50,000 capital reserve. The Board agreed to putting double beds in all rooms in addition to new carpet and painting some time in the upcoming year. Trinity Board will meet on January 25 at Trinity Center.

Bishop Sanders presented the 1994 Budget for Trinity Center. After brief discussion, the budget was unanimously passed.

There being no further business, the meeting was adjourned.

The next meeting will be Friday, January 21, at 9:30 a.m. in Kinston at the Diocesan House.

1993 DIOCESAN PLEDGES/PAID as of 12/31/93

City	Parish	Pledge	Paid
Ahoskie	St. Thomas	19,860.00	19,860.00
Aurora	Holy Cross	500.00	500.00
Bath	St. Thomas	18,850.00	18,850.00
Beaufort	St. Paul's	32,400.00	32,400.00
Belhaven/Yeats	St. James/St. Matthew's	5,270.00	5,270.00
Belhaven	St. Mary's	1,500.00	1,125.00
Bogue Banks	St. Francis-by-the-Sea	2,700.00	2,700.00
Burgaw	St. Mary's	2,750.00	2,750.00
Chocowinity	Trinity Church	4,280.00	4,614.75
Clinton	St. Paul's	5,040.00	5,250.00
Columbia	St. Andrew's	2,208.00	2,208.00
Creswell	Christ	1,100.00	1,200.00
Creswell	Galilee	340.00	340.00
Edenton	St. John's	2,250.00	2,625.00
Edenton	St. Paul's	34,200.00	38,947.09
Elizabeth City	Christ Church	22,500.00	22,500.00
Elizabethtown	St. Christopher's	8,061.00	5,866.70
Engelhard	St. George's	3,500.00	4,230.00
Fairfield	All Saints	200.00	0.00
Farmville	Emmanuel	5,100.00	5,200.00
Fayetteville	Good Shepherd	1,988.00	1,992.00
Fayetteville	Holy Trinity	55,000.00	55,428.00
Fayetteville	St. John's	58,405.00	59,004.96
Fayetteville	St. Joseph's	6,500.00	6,500.00
Fayetteville	St. Paul's in the Pines	6,492.00	7,891.71
Gatesville	St. Mary's	2,100.00	2,100.00
Goldsboro	St. Andrew's	1,520.00	1,720.00
Goldsboro	St. Francis	16,000.00	16,000.00
Goldsboro	St. Stephen's	29,000.00	29,000.00
Greenville	St. Paul's	60,000.00	62,578.56
Greenville	St. Timothy's	18,750.00	19,191.81
Grifton	St. John's/St. Mark's	3,600.00	3,600.00
Hampstead	Holy Trinity	5,570.00	6,191.68
Havelock	St. Christopher's	3,000.00	3,500.00
Hertford	Holy Trinity	6,000.00	6,000.00
Hope Mills	Christ Church	5,670.00	5,669.04
Jacksonville	St. Anne's	20,000.00	21,300.00
Kinston	Holy Innocents	5,170.00	5,655.00
Kinston	St. Augustine's	2,110.00	2,109.96
Kinston	St. Mary's	56,087.00	56,087.00
Lumberton	Trinity	25,000.00	25,000.00
Morehead City	St. Andrew's	22,250.00	22,250.00
Nags Head	St. Andrew's by the Sea	35,000.00	35,000.00
New Bern	Christ Church	124,800.00	124,800.00
New Bern	St. Cyprian's	4,800.00	4,800.00
Northwest/Riegelwood	All Soul's	1,500.00	1,800.00
Oriental	St. Thomas	5,900.00	6,400.00
Plymouth	Grace	2,500.00	2,550.00

City	Parish	Pledge	Paid
Roper	St. Luke's/St. Anne's	2,520.00	2,520.00
Roxobel	St. Mark's	400.00	400.00
Shallotte	St. James-the-Fisherman	7,200.00	7,200.00
Sladesville	St. John's	200.00	0.00
Southport	St. Philip's	8,016.00	8,016.00
Sunbury	St. Peter's	1,800.00	1,800.00
Swansboro	St. Peter's by the Sea	5,530.00	5,069.13
Thomas Ldg/Holly Ridge	St. Philip's	890.00	890.00
Trenton	Grace	500.00	504.00
Vanceboro	St. Paul's	1,430.00	1,430.00
Washington	St. Paul's	1,000.00	0.00
Washington	St. Peter's	44,865.00	44,865.00
Washington	Zion	1,800.00	1,800.00
Whiteville	Grace	5,500.00	5,512.00
Williamston	Church of the Advent	19,500.00	19,500.00
Wilmington	Good Shepherd	6,500.00	6,500.00
Wilmington	Church of the Servant	2,500.00	2,499.96
Wilmington	St. Andrew's-on-the-Sound	20,780.00	20,779.93
Wilmington	St. James	72,000.00	72,000.00
Wilmington	St. John's	44,000.00	57,415.14
Wilmington	St. Mark's	3,300.00	0.00
Wilmington	St. Paul's	16,400.00	14,760.00
Windsor	St. Thomas	9,400.00	9,400.00
Woodville/Lewiston	Grace	2,800.00	2,800.00
	TOTALS	1,036,152.00	1,056,217.42

CREATIVE CHRISTIAN STEWARDSHIP GRANTS

JUNE 8, 1993

	Requested	Granted
Emmanuel, Farmville Soup Kitchen	1,000	1,000
The Key of Jacksonville	5,000	5,000
Second Chance Mission	6,526	1,000
Iglesia Episcopal de San Mateo	8,700	6,500
Progressive Learning Center	2,400	2,400
Albemarle Recreation and Leadership Training	10,000	5,000
Albemarle Hopeline	5,000	3,000
Albemarle Manna	5,000	2,000
Hertford County Habitat for Humanity	5,000	1,000
Encuentro	550	550
St. Mark's Episcopal Church	1,050	1,050
	$56,126	$32,500

CREATIVE CHRISTIAN STEWARDSHIP GRANTS

NOVEMBER 17, 1993

	Requested	Granted
East Carolina Interfaith Refugee Ministry	4,340	3,000
Religious Community Services, Inc.	5,000	4,000
Caregivers	8,000	7,500
PICASO	6,000	5,000
Thompson Children's Home	20,000	10,000
Farm Plan Advocates, Inc.	3,000	3,000
TOTAL	$46,340	$32,500

* With the other $10,000 request to be paid over the next 2 years. (There is a 3 year note we are helping to retire.)

1994 PROPOSED BUDGET
DIOCESE OF EAST CAROLINA

INCOME	1993 BUDGETED	1993 ACTUAL	1994 ASKING	1994 PROPOSED	0%
BAL. BROUGHT FORWARD	25,000.00	25,000.00	27,500.00	29,000.00	
PLEDGES	1,033,700.00	1,045,816.00	1,120,000.00	1,121,000.00	
SPECIAL GIFTS	7,000.00	7,000.00	0.00	0.00	
STEWARDSHIP DEVELOPMENT - CD	15,000.00	15,000.00	15,000.00	15,000.00	
EPISCOPAL FOUNDATION	140,000.00	104,608.00	100,000.00	110,000.00	
PRICE-NOE FOR THEO. ED.	5,000.00	5,000.00	5,000.00	5,000.00	
CREATIVE CHRIST. STEW.	65,000.00	65,000.00	65,000.00	65,000.00	
PLEDGES PRIOR YEARS	0.00	2,567.00	0.00	0.00	
INTEREST	2,000.00	1,002.00	1,000.00	1,000.00	
TRUSTEES	4,000.00	4,000.00	4,000.00	4,000.00	
CROSS CURRENT INCOME	500.00	300.00	500.00	500.00	
TOTALS	**1,297,200.00**	**1,275,293.00**	**1,338,000.00**	**1,350,500.00**	

EXPENDITURES	1993 BUDGETED	1993 ACTUAL	1994 ASKING	1994 PROPOSED	0%
I. MISSION OUTSIDE THE DIOCESE					
ANGLICAN COMMUNION					
LAMBETH TRAVEL	500.00	500.00	500.00	500.00	
NATIONAL CHURCH					
GENERAL CHURCH PROGRAM	247,000.00	247,000.00	250,000.00	250,000.00	
GENERAL CONVENTION BUDGET	17,771.00	17,771.00	17,930.00	17,930.00	
GENERAL CONVENTION DELEGATES	5,500.00	5,500.00	5,500.00	5,500.00	
SYNOD QUOTA	987.00	987.00	1,022.00	1,022.00	
TOTAL	271,258.00	271,258.00	274,452.00	274,452.00	
INSTITUTIONS					
KANUGA	1,000.00	1,000.00	1,000.00	1,000.00	
THOMPSON'S CHILDREN HOME	7,500.00	7,500.00	7,500.00	7,500.00	
ST. MARY'S COLLEGE	3,000.00	3,000.00	6,000.00	3,000.00	
ST. AUGUSTINE'S COLLEGE	6,500.00	6,500.00	6,500.00	6,500.00	
SEWANEE-UNIVERSITY OF SOUTH	1,000.00	1,000.00	1,000.00	1,000.00	
NC COUNCIL OF CHURCHES DUES	3,000.00	3,000.00	3,000.00	3,000.00	
EPISCOPAL RADIO/TV FOUNDATION	1,200.00	1,200.00	1,200.00	1,200.00	
TOTAL	23,200.00	23,200.00	26,200.00	23,200.00	
MISSIONARY OUTREACH - DEPARTMENT OF DIOCESAN MISSIONARY OUTREACH					
ALBEMARLE MANNA	500.00	500.00	2,000.00		
COLLEGE WORK	28,609.00	28,609.00	29,109.00		
COMMUNITY DEVELOPERS OF HYDE-BEAUFORT COUNTIES	6,000.00	5,714.00	0.00		
COMPANION DIOCESE	1,000.00	845.00	4,100.00		
ECUMENICAL RELATIONS	2,850.00	2,728.00	2,950.00		
EPISCOPAL FARMWORKERS MINISTR`	52,091.00	51,345.00	52,091.00		
GOOD SHEPHERD HOUSE	15,000.00	15,000.00	25,000.00		

EXPENDITURES	1993 BUDGETED	1993 ACTUAL	1994 ASKING		1994 PROPOSED	0%
HAITI	0.00	0.00	0.00			
HUNGER COMMISSION	0.00	0.00	0.00			
INTERFAITH REFUGEE	0.00	0.00	0.00			
PRISON COMMISSION	2,800.00	2,600.00	4,400.00			
SAN MATEO	9,150.00	9,150.00	45,460.00	*		
SHEPHERD'S STAFF	10,000.00	10,000.00	10,000.00			
					144,550.00	
CROSSROADS (ADOPT CHILD)	0.00	0.00	2,200.00		0.00	
TOTAL	128,000.00	126,491.00	177,310.00			
CREATIVE STEWARDSHIP OUTSIDE (85%)	55,250.00	55,250.00	55,250.00		55,250.00	
TOTAL OUTSIDE	**478,208.00**	**476,699.00**	**533,712.00**		**497,952.00**	**36.87%**

* The Finance Committe notes that this figure was actually for 1995 expenses. They suggest that $10,000 be held in escrow for future expenses, as moved by the Executive Council.

EXPENDITURES	1993 BUDGETED	1993 ACTUAL	1994 ASKING	1994 PROPOSED	0%
II. DIOCESAN MINISTRY AND PROGRAM					
DIOCESAN CONVENTION	19,000.00	21,422.00	20,000.00	20,000.00	
YOUTH					
YOUTH COORDINATOR					
SALARY	30,670.00	30,670.00	32,203.00	33,000.00	
TRAVEL	3,800.00	3,800.00	3,800.00	3,800.00	
PENSION	2,760.00	2,351.00	2,898.00	2,970.00	
YOUTH COMMISSION	9,000.00	8,800.00	9,500.00	9,500.00	
CAMP TRINITY SUMMER PROGRAM	20,000.00	20,000.00	18,000.00	18,000.00	
TOTAL	66,230.00	65,621.00	66,401.00	67,270.00	
TRAINING FOR MINISTRY					
COMMISSION ON MINISTRY	2,000.00	1,414.00	2,500.00	2,500.00	
COMMITTEE ON THE DIACONATE	1,600.00	189.00	1,000.00	1,000.00	
SEMINARIANS	20,000.00	20,264.00	20,000.00	20,000.00	
CONTINUING EDUCATION-CLERGY	4,000.00	4,209.00	5,000.00	5,000.00	
EDUCATION FOR MINISTRY	2,500.00	1,871.00	2,500.00	2,500.00	
TRG FOR SEXUAL MISCONDUCT COM.	0.00	0.00	3,000.00	3,000.00	
TOTAL	30,100.00	27,947.00	34,000.00	34,000.00	
DEPARTMENT OF CONGREGATIONS AND DEVELOPMENT					
GRANTS TO CHURCHES	53,000.00	52,500.00	52,000.00		
DEPARTMENT EXPENSES	1,900.00	1,688.00	2,400.00		
CARO/VA SMALL CHURCH CONFEREN	1,500.00	1,500.00	3,500.00		
CONTINGENCY	0.00	0.00	4,000.00		
PARISH DEVELOPMENT & RENEWAL	4,000.00	800.00	4,000.00		
PARISH SUPPORT/CONSULTATIONS	3,000.00	156.00	2,000.00		
LAND ACQUISTION	0.00	0.00	22,000.00	*	
SAN MATEO	0.00	0.00			
TOTAL	63,400.00	56,644.00	89,900.00	65,900.00	

* Foundation will be asked to set up a fund designated for land acquistion in the amount of $22,000, as moved by Executive Council.

EXPENDITURES	1993 BUDGETED	1993 ACTUAL	1994 ASKING	1994 PROPOSED	0%
DEPARTMENT OF CHRISTIAN FORMATION					
DEPARTMENT OF CHRISTIAN EDUCAT	1,340.00	828.00	1,200.00		
COMMISSION ON SEXUALITY	600.00	20.00	0.00		
DEPARTMENT OF EVANGELISM	0.00	20.00	500.00		
COMMISSION ON AGEING	1,350.00	765.00	1,000.00		
ALCOHOL COMMISSION	1,750.00	(100.00)	1,360.00		
FAMILY MINISTRY	0.00	0.00	1,000.00		
COMMISSION ON HEALING	700.00	900.00	700.00		
CONTINUING ED. FOR LAITY	2,000.00	482.00	2,000.00		
COMMON WORK OF DEPT.	3,500.00	0.00	940.00		
RACISM	0.00	0.00	500.00		
TOTAL	11,240.00	2,915.00	9,200.00	5,000.00	
DEPARTMENT OF COMMUNICATIONS & STEWARDSHIP					
SALARIES - CHAIR	18,000.00	18,000.00	20,000.00		
EDITOR	7,378.00	8,608.00	0.00		
CONTRIBUTING WRITERS' FEE	1,800.00	1,080.00	2,000.00		
EXPENSES AND PHOTOS	5,600.00	3,662.00	500.00		
PUBLICATION COSTS	34,000.00	26,130.00	25,000.00		
START-UP EXPENSES	2,700.00	2,634.00	0.00		
VIDEO PRODUCTION	3,500.00	3,538.00	0.00		
DIOCESAN RESOURCE CENTER	4,000.00	3,361.00	4,000.00		
OFFICE EQUIPMENT & EXPENSE	0.00	0.00	4,700.00		
CONFERENCES & PUBLICATIONS	0.00	0.00	725.00		
VIDEO COPIES & SHOWING	0.00	0.00	2,000.00		
DEPARTMENT OF STEWARDSHIP	3,750.00	3,595.00	3,500.00		
TOTAL	80,728.00	70,608.00	62,425.00	62,425.00	
CREATIVE CHRISTIAN STEWARDSHIP (15%)	9,750.00	9,750.00	9,750.00	9,750.00	
TOTAL INSIDE	**280,448.00**	**254,907.00**	**291,676.00**	**264,345.00**	**19.57%**

EXPENDITURES	1993 BUDGETED	1993 ACTUAL	1994 ASKING		1994 PROPOSED	0%
III. THE EPISCOPATE AND DIOCESAN OFFICE						
BISHOP						
SALARY	51,121.00	51,121.00	51,121.00		54,955.00	
HOUSING	17,818.00	17,818.00	17,818.00		16,578.00	
UTILITIES	2,900.00	2,900.00	2,900.00		3,118.00	
TRAVEL	15,110.00	15,110.00	15,110.00		18,819.00	
SOCIAL SECURITY /CASH ALLOWANC	5,372.00	5,372.00	5,372.00		5,908.00	
PENSION PREMIUM	13,898.00	15,082.00	15,082.00		15,000.00	
TOTAL	106,219.00	107,403.00	107,403.00		114,378.00	
EPISCOPAL ASSISTANCE						
STIPEND	14,000.00	13,100.00	14,000.00		14,000.00	
TRAVEL	3,000.00	7,668.00	6,000.00		6,000.00	
HOUSING	5,500.00	4,323.00	5,500.00		5,500.00	
INSURANCE	780.00	780.00	900.00		900.00	
START-UP EXPENSE	5,000.00	5,634.00	0.00		0.00	
TOTAL	28,280.00	31,505.00	26,400.00		26,400.00	
PROGRAM & MINISTRY/DEPLOYMENT						
ASSISTANT'S SALARY	28,434.00	28,434.00	27,862.50	*	24,375.00	
HOUSING	10,291.00	10,291.00	9,000.00		7,313.00	
UTILITIES	2,767.00	2,767.00	2,250.00		1,687.00	
TRAVEL	5,200.00	5,200.00	4,500.00		3,375.00	
SOCIAL SECURITY/CASH ALLOWANC	3,103.00	3,103.00	2,131.50		1,865.00	
PENSION PREMIUM	8,027.00	5,780.00	7,425.00		6,343.00	
PROGRAM COMMITTEE	1,000.00	424.00	0.00		0.00	
DEPLOYMENT EXPENSES	1,000.00	526.00	1,000.00		1,000.00	
START-UP EXPENSES	0.00	0.00	3,500.00		3,500.00	
TOTAL	59,822.00	56,525.00	57,669.00		49,458.00	

* Asking figure represents full year employment; Proposed figure represents 3/4 year employment.

EXPENDITURES	1993 BUDGETED	1993 ACTUAL	1994 ASKING	1994 PROPOSED	0%
ADMINISTRATION					
ASSISTANT TO BISHOP					
FOR FINANCE & ADMINISTRATION					
SALARY	37,435.00	37,435.00	39,306.00	40,289.00	
PENSION	3,369.00	2,371.00	3,537.00	3,626.00	
OFFICE STAFF					
SALARIES	57,000.00	56,129.00	59,500.00	60,900.00	
PAYROLL TAXES	14,000.00	13,819.00	15,000.00	15,000.00	
HEALTH INSURANCE	41,000.00	36,841.00	41,000.00	41,000.00	
HEALTH INSURANCE ASSISTANCE	0.00	0.00	1,500.00	1,500.00	
PENSION AND BENEFITS	5,000.00	2,509.00	5,300.00	5,300.00	
CONTINUING EDUCATION	300.00	600.00	750.00	750.00	
DIOCESAN OFFICE					
DIOCESAN LOAN PAYMENT	14,082.00	14,082.00	14,082.00	14,082.00	
OFFICE EXPENSES					
POSTAGE & PRINTING	17,000.00	19,216.00	19,000.00	17,000.00	
TELEPHONE	13,000.00	16,020.00	17,000.00	17,000.00	
UTILITIES	7,000.00	8,084.00	8,000.00	8,000.00	
JANITORIAL SERVICES	3,700.00	3,180.00	4,000.00	4,000.00	
YARD SERVICE	1,700.00	1,537.00	2,000.00	2,000.00	
COMPUTER EXPENSES	3,500.00	3,627.00	3,500.00	3,500.00	
HOUSEKEEPING	5,000.00	4,207.00	5,000.00	5,000.00	
PUBLICATION/DUES	1,000.00	1,466.00	1,500.00	1,500.00	
OFFICE SUPPLIES	5,000.00	6,721.00	6,500.00	6,500.00	
MISCELLANEOUS	1,967.00	1,962.00	2,000.00	2,000.00	
COMPUTER UPGRADE	0.00	0.00	3,200.00	3,200.00	
OFFICE EQUIPMENT	0.00	0.00	10,000.00	10,000.00	
MAINTENANCE	5,000.00	5,000.00	10,000.00	10,000.00	
GRAHAM CAPITAL IMPROVEMENT	8,500.00	2,918.00	8,500.00	8,500.00	
AUDIT EXPENSE	4,500.00	4,784.00	5,000.00	5,000.00	
DIOCESAN INSURANCE	8,000.00	13,215.00	12,000.00	12,000.00	
TOTAL	257,053.00	255,723.00	297,175.00	297,647.00	

EXPENDITURES	1993 BUDGETED	1993 ACTUAL	1994 ASKING	1994 PROPOSED	0%
TRAVEL AND LODGING					
PROVINCIAL, NATIONAL , AND DIOCESAN MEETINGS	2,700.00	1,556.00	2,000.00	1,570.00	
CLERGY/PARISH SUPPORT					
WARDENS' CONFERENCE	1,000.00	751.00	1,000.00	1,000.00	
NEEDS/GOALS CONFERENCE	1,400.00	1,353.00	1,500.00	1,500.00	
MOVING MISSION CLERGY	2,000.00	0.00	2,000.00	2,000.00	
CLERGY CONFERENCES	4,000.00	3,774.00	4,000.00	4,000.00	
LITURGICAL COMMISSION	3,000.00	3,038.00	4,000.00	3,000.00	
HEALTH & LIFE INSURANCE	45,360.00	47,553.00	47,000.00	47,000.00	
MEDICARE SUPPLEMENT	27,000.00	26,598.00	39,000.00	39,000.00	
TOTAL	83,760.00	83,067.00	98,500.00	97,500.00	
EXECUTIVE COUNCIL					
MEETINGS EXPENSE	200.00	207.00	250.00	250.00	
OVERNIGHT PLANNING CONFERENCE	500.00	958.00	1,000.00	1,000.00	
TOTAL	700.00	1,165.00	1,250.00	1,250.00	
T O T A L EPISCOPATE	**538,534.00**	**536,944.00**	**590,397.00**	**588,203.00**	**43.55%**
I. MISSION OUTSIDE THE DIOCESE	**478,208.00**	**476,699.00**	**533,712.00**	**497,952.00**	
II. DIOCESAN MINISTRY & PROGRAM	**280,448.00**	**254,907.00**	**291,676.00**	**264,345 00**	
III. THE EPISCOPATE & DIOCESAN OFFICE	**538,534.00**	**536,944.00**	**590,397.00**	**588,203.00**	
	1,297,190.00	**1,268,550.00**	**1,415,785.00**	**1,350,500.00**	

TOTAL INSIDE GIVING	**818,982.00**	**791,851.00**	**882,073.00**	**852,548.00**
TOTAL OUTSIDE GIVING	**478,208.00**	**476,699.00**	**533,712.00**	**497,952.00**
BUDGET TOTAL	**1,297,200.00**	**1,268,550.00**	**1,415,785.00**	**1,350,500.00**
	63.13%	**62.09%**	**65.92%**	**63.13%**
	36.86%	**37.38%**	**39.89%**	**36.87%**
	100.00%	**99.47%**	**105.81%**	**100.00%**

THE EPISCOPAL FOUNDATION OF THE
DIOCESE OF EAST CAROLINA, INCORPORATED

DESCRIPTION OF FUNDS

1993

GENERAL FUND

Gifts of various donors. Income is unrestricted and principal may be invaded o or used. One June 30, 1986, $58,390.28 of this fund was disbursed in order to help with the costs of the construction of Trinity Camp and Conference Center.

Value 01-01-93	$3,868.00
Value 12-31-93	$4,135.29

LOUIS W. ALSTON FUND

Bequest of Dr. Louis W. Alston (1960) to the Trustees of the Diocese. Value when received $793,001.74. Income for theological education, religious work among college students and to supplement salaries of low paid clergy.

Value 01-01-93	$2,302,621.00
Value 12-31-93	$2,461,288.50

CURTIS-MURCHISON FUND

Bequest of Fanny Murchison Curtis (1967) and bequest of Jennie Atkinson Murchison (1973) to the Foundation in loving memory of their sister, Lucy Murchison Mallett. Income unrestricted. Principal may be invaded or used.

	Value 01-01-93
$90,580.00	
	Value 12-31-93
$96,821.93	

EDWARD M. FORBES FUND

Bequest of The Rev. Edward M. Forbes (1893) to the Trustees of the Diocese. Value when received $54,446.38. Annual income divided as follows: $250 plus 1/4 of excess over $575 to Missionaries within Diocese; $150 plus 1/4 excess over $575 to St. Augustine's College for Scholarship Fund (preferring students for Episcopal ministry); $25 plus 1/4 of excess over $575 to Christ Church, New Bern, for poor Episcopalians in New Bern; and $150 plus 1/4 excess over $575 to Bishop for loans (with advice of Standing Committee) to men studying for Episcopal ministry.

Value 01-01-93	$113,827.75
Value 12-31-93	$121,671.29

ANNE SHEPARD GRAHAM BUILDING FUND

Bequest of Mrs. Anne Shepard Graham (1969) to the Foundation. Value when received (including additions) $78,343.69. Income for capital improvement of missions, camps, conference centers, schools and other properties owned and operated by the Diocese. Twenty percent of income to be added to principal through 1980.

Value 01-01-93	$140,987.00
Value 12-31-93	$150,702.46

SARAH GRAHAM KENAN FUND

Gifts of the Sarah Graham Kenan Foundation (1976) to the Trustees of the Diocese. Value when received $60,647.25. Additions made to date $297,205.32. Income unrestricted. Principal subject to return to Trustees of Diocese on demand. On June 30, 1986, $240,853.95 was disbursed in order to help with the costs of the construction of Trinity Camp and Conference Center. Additions of $55,000 were received annually until 1990.

Value 01-01-93	$341,057.00
Value 12-31-93	$364,558.64

MARVIN-GILES MURCHISON FUND

Gifts of Mrs. Lucile Murchison Marvin (1965) and bequest of Mrs. Marvin (1968) to the Trustees of the Diocese in memory of her mother Lucy Wright Giles, and her father, David Reid Murchison. Value when received by Trustees $75,030.00. Value when transferred to the Foundation $64,391.40. 1993 addition, $25,000. Principal may be invaded or used after December 5, 1993.

Value 01-01-03	$111,893.00
Value 12-31-93	$117,880.52

LUCILE M. MARVIN FUND

Gift of Mrs. Lucile M. Marvin (1962) to the Diocese. Value when received $14,199.50. Two-thirds of income for St. Andrew's, Wrightsville Sound, and one-third for Bishop's Discretionary Fund.

Value 01-01-93	$13,745.00
Value 12-31-93	$14,692.65

WALTER R. MARVIN FUND

Bequest of Mrs. Lucile Murchison Marvin (1968) to the Trustees of the Diocese in memory of her husband, Walter R. Marvin. Value when received $25,000.00 1993 addition, $25,000. Principal may be invaded or used after December 5, 1983.

Value 01-01-93	$58,736.00
Value 12-31-93	$61,060.93

PRICE-NOE MEMORIAL FUND

Bequest in the Joint will of Thomas P. Noe (1958) and Susan Ann Price Note (1958) to the Foundation in memory of the Price-Noe Family and named relatives and friends of the testators. Value when received (including additions) $94,744.55. Income for building and rebuilding church buildings in the Diocese, especially in locations where new church work is being carried on, and for training men and women for Christian work. The testators recommended that 10% of income be added to principal each year. 1993 addition, $426.42.

Value 01-01-93	$324,874.00
Additions	426.42
	$325,000.00
Value 12-31-93	$348,493.17

MARY NELSON SMITH FUND

Gift of the family of Mrs. Mary Nelson Smith (1939) in her memory to the Diocese. Value when received (including additions) $10,642.85. Income for theological education.

Value 01-01-93	$23,491.00
Value 12-31-93	$25,371.38

BISHOP STRANGE FUND

Gifts from many communicants to the Diocese in memory of The Rt. Rev. Robert Strange, Bishop of East Carolina, who died in 1914. Value when received $4,969.99. Income for missionary work in the Diocese.

Value 01-01-93	$8,473.00
Value 12-31-93	$9,056.88

CHARLOTTE I. THOMPSON FUND

Gift of Mrs. Charlotte I. Thompson (1967) to the Foundation. Value when received (including additions) $8,471.52. Income accumulated during the life of Mrs. Thompson and thereafter used for expenses of St. Gabriel's, Faison. If St. Gabriel's is closed or no longer operated as a mission or church, income unrestricted.

Value 01-01-93	$22,340.00
Value 12-31-93	$23,879.85

BISHOP WATSON FUND

Gifts from many communicants to the Diocese in memory of The Rt. Rev. Alfred Augustine Watson, Bishop of East Carolina, who died in 1905. Value when received $19,992.21. Income for the support of the Episcopate.

Value 01-01-93	$18,654.00
Value 12-31-93	$19,940.25

ROBERT ARCHER WILLIAMS FUND

Bequest of Mrs. Bessie Sasser Williams (1974) to the Diocese as a memorial for Robert Archer Williams. Value when received $23,049.00. Income for the education of Episcopal ministers. Principal may be invaded or used for the same purpose.

Value 01-01-93	$44,210.00
Value 12-31-93	$47,256.49

LEON O. AND NEVA WELLS LASTINGER MEMORIAL FUND

Bequest of Amanda Buck Harding Lastinger (1969) to the Foundation in memory of Leon O. and Neva Wells Lastinger. Income to be used for benefit of Trinity Parish, Chocowinity; if this is impracticable, income to be used for other mission churches in the Diocese with preference being given to mission churches in Beaufort County. Value when received $49,051.09.

Value 01-01-93	$80,594.00
Value 12-31-93	$86,147.82

CLERGY FOREIGN TRAVEL FUND

Anonymous gift to be invested with Foundation and income to be disbursed to Clergy of East Carolina for foreign travel upon discretion of Bishop. Received in December 1979 with value when received $40,000.00.

Value 01-01-93	$70,959.00
Value 12-31-93	$75,849.41

CU EPISCOPAL FDN - DIOCESE OF E CAR

PERIOD ENDING 03-31-93 PARTICIPANT FUND ACCOUNTING

PRINCIPAL

PARTICIPATING FUND	UNITS HELD BEGINNING OF PERIOD	BEGINNING INVENTORY	BEGINNING MARKET VALUE	ADDITIONS	WITHDRAWALS	REALIZED GAIN OR LOSS(-)	ENDING UNITS	ENDING INVENTORY	ENDING MARKET VALUE
GENERAL FUND	25.4753	4,352.00	3,868.71	.00	.00	73.86	25.4753	4,425.86	3,897.26
LOUIS W.ALSTON FUND	15162.6901	1,758,339.97	2,302,621.78	.00	.00	43,958.31	15162.6901	1,802,298.28	2,319,607.12
CURTIS-MURCHISON FUND	596.4683	84,752.18	90,580.28	.00	.00	1,729.23	596.4683	86,481.41	91,248.47
EDWARD FORBES FUND	749.5521	92,727.73	113,827.75	.00	.00	2,173.03	749.5521	94,900.76	114,667.42
GRAHAM BLDG. FUND	928.3977	144,161.13	140,987.43	.00	.00	2,691.53	928.3977	146,852.66	142,027.44
SARAH G.KENAN FUND	2245.8521	271,654.50	341,057.38	.00	.00	6,510.97	2245.8521	278,165.47	343,573.26
MARVIN-GILES-MURCHISON FD	572.1876	127,221.53	86,893.01	.00	.00	1,658.84	572.1876	128,880.37	87,533.96
LUCILE M.MARVIN FUND	90.5136	24,055.10	13,745.49	.00	.00	262.41	90.5136	24,317.51	13,846.87
WALTER R.MARVIN FUND	222.1522	42,428.65	33,736.24	.00	.00	644.04	222.1522	43,072.69	33,985.13
PRICE-NOE MEMORIAL FUND	2139.2891	202,271.85	324,874.64	126.72	.00	6,202.04	2140.1174	208,600.61	327,397.81
MARY N.SMITH FUND	154.6933	24,229.26	23,491.87	.00	.00	448.47	154.6933	24,677.73	23,665.20
BISHOP STRANGE FUND	55.7947	8,448.98	8,473.02	.00	.00	161.75	55.7947	8,610.73	8,535.56
CHARLOTTE THOMPSON FUND	147.1112	21,938.33	22,340.45	.00	.00	426.49	147.1112	22,364.82	22,505.24
BISHOP WATSON FUND	122.8413	33,862.83	18,654.81	.00	.00	356.13	122.8413	34,218.96	18,792.44
R.A.WILLIAMS FUND	291.1220	39,221.16	44,210.08	.00	.00	843.99	291.1220	40,065.15	44,536.21
L.&N.W.LASTINGER MEM.FD.	530.7109	83,362.62	80,594.28	.00	.00	1,538.59	530.7109	84,901.21	81,188.82
FANNY M CURTIS FUND	187.9984	41,040.78	28,549.62	.00	.00	545.03	187.9984	41,585.81	28,760.23
SMITHSON FUND	2467.6090	430,864.11	374,733.64	.00	.00	7,153.87	2467.6090	438,017.98	377,497.87
CLERGY FOREIGN TRAVEL FUN	467.2680	68,022.34	70,959.77	.00	.00	1,354.66	467.2680	69,377.00	71,483.22
WILL G GAITHER FUND	579.1420	84,308.33	87,949.08	.00	.00	1,679.00	579.1420	85,987.33	88,597.86
WM & PHYLLIS WALKER FUND	752.6297	131,387.94	114,295.11	.00	.00	2,181.96	752.6297	133,569.90	115,138.23
WINSLOW MERRICK FUND	115.3093	20,129.76	17,511.01	.00	.00	334.29	115.3093	20,464.05	17,640.14
FLAGLER FUND	587.3003	117,584.87	89,188.03	.00	.00	1,702.65	587.3003	119,287.52	89,845.92
ROBINSON CHARITY	464.6695	63,770.14	70,565.16	.00	.00	1,347.13	464.6695	65,117.27	71,085.70
CHRIST CHURCH FDN	819.2996	112,727.60	124,419.67	.00	.00	2,375.24	819.2996	115,102.84	125,337.46
ST. TIMOTHY	211.7489	29,618.25	32,156.39	.00	.00	613.88	211.7489	30,232.13	32,393.60
WAVERLY BROADWELL	1036.1726	151,178.18	157,354.25	.00	.00	3,003.98	1036.1726	154,182.16	158,514.98
HELEN MARDRE MEMORIAL FD	.0000	.00	.00	20,039.50	.00	.00	130.9932	20,039.50	20,039.50
TOTAL	31723.9988	4,213,660.12	4,817,638.95	20,166.22	.00	91,971.37	31855.8203	4,325,797.71	4,873,342.92
UNIT MARKET VALUE	151.8610						152.9812		

CU EPISCOPAL FDN - DIOCESE OF E CAR

PERIOD ENDING 03-31-93 PARTICIPANT FUND ACCOUNTING

INCOME

PARTICIPATING FUND	UNITS HELD BEGINNING OF PERIOD	CURRENT NET INCOME	ACCRUED INCOME	TOTAL INCOME	CURRENT PAYMENTS	REINVESTMENT	PRIOR ACCUMULATED INCOME	TOTAL ACCUMULATED INCOME
GENERAL FUND	25.4753	15.09	N/A	15.09	15.09	.00	.00	.00
LOUIS W.ALSTON FUND	15162.6901	8,981.57	N/A	8,981.57	8,981.57	.00	.00	.00
CURTIS-MURCHISON FUND	596.4683	353.31	N/A	353.31	353.31	.00	.00	.00
EDWARD FORBES FUND	749.5521	443.99	N/A	443.99	443.99	.00	.00	.00
GRAHAM BLDG. FUND	928.3977	549.93	N/A	549.93	549.93	.00	.00	.00
SARAH G.KENAN FUND	2245.8521	1,330.32	N/A	1,330.32	1,330.32	.00	.00	.00
MARVIN-GILES-MURCHISON FD.	572.1876	338.93	N/A	338.93	338.93	.00	.00	.00
LUCILE M.MARVIN FUND	90.5136	53.62	N/A	53.62	53.62	.00	.00	.00
WALTER R.MARVIN FUND	222.1522	131.59	N/A	131.59	131.59	.00	.00	.00
PRICE-NOE MEMORIAL FUND	2139.2891	1,267.20	N/A	1,267.20	1,140.48	126.72	.00	.00
MARY N.SMITH FUND	154.6933	91.63	N/A	91.63	91.63	.00	.00	.00
BISHOP STRANGE FUND	55.7947	33.05	N/A	33.05	33.05	.00	.00	.00
CHARLOTTE THOMPSON FUND	147.1112	87.14	N/A	87.14	87.14	.00	.00	.00
BISHOP WATSON FUND	122.8413	72.76	N/A	72.76	72.76	.00	.00	.00
R.A.WILLIAMS FUND	291.1220	172.44	N/A	172.44	172.44	.00	.00	.00
L.&N.W.LASTINGER MEM.FD.	530.7109	314.36	N/A	314.36	314.36	.00	.00	.00
FANNY M CURTIS FUND	187.9984	111.36	N/A	111.36	111.36	.00	.00	.00
SMITHSON FUND	2467.6090	1,461.68	N/A	1,461.68	1,461.68	.00	.00	.00
CLERGY FOREIGN TRAVEL FUND	467.2680	276.78	N/A	276.78	276.78	.00	.00	.00
WILL G GAITHER FUND	579.1420	343.05	N/A	343.05	343.05	.00	.00	.00
WM & PHYLLIS WALKER FUND	752.6297	445.82	N/A	445.82	445.82	.00	.00	.00
WINSLOW MERRICK FUND	115.3093	68.30	N/A	68.30	68.30	.00	.00	.00
FLAGLER FUND	587.3003	347.88	N/A	347.88	347.88	.00	.00	.00
ROBINSON CHARITY	464.6695	275.24	N/A	275.24	275.24	.00	.00	.00
CHRIST CHURCH FDN	819.2996	485.31	N/A	485.31	485.31	.00	.00	.00
ST. TIMOTHY	211.7489	125.43	N/A	125.43	125.43	.00	.00	.00
WAVERLY BROADWELL	1036.1726	613.77	N/A	613.77	613.77	.00	.00	.00
HELEN MARDRE MEMORIAL FD	.0000	.00	N/A	.00	.00	.00	.00	.00
TOTAL	31723.9988	18,791.55		18,791.55	18,664.83	126.72	.00	.00
UNIT INCOME VALUE	.5923							

FINAL

ACCOUNT 32-59974-00 WACHOVIA BANK OF NORTH CAROLINA ****TRIAL REPORT**** PAGE 1

CU EPISCOPAL FDN - DIOCESE OF E CAR ****RUN 11-18-93****

PERIOD ENDING 09-30-93 PARTICIPANT FUND ACCOUNTING

PRINCIPAL

PARTICIPATING FUND	UNITS HELD BEGINNING OF PERIOD	BEGINNING INVENTORY	BEGINNING MARKET VALUE	ADDITIONS	WITHDRAWALS	REALIZED GAIN OR LOSS(-)	ENDING UNITS	ENDING INVENTORY	ENDING MARKET VALUE
GENERAL FUND	25.4753	4,452.76	3,859.77	.00	.00	23.42	25.4753	4,476.18	3,965.03
LOUIS W.ALSTON FUND	15162.6901	1,818,308.26	2,297,292.71	.00	.00	13,941.50	15162.6901	1,832,249.76	2,359,964.28
CURTIS-MURCHISON FUND	596.4683	87,111.21	90,370.65	.00	.00	548.43	596.4683	87,659.64	92,836.05
EDWARD FORBES FUND	749.5521	95,692.20	113,564.30	.00	.00	689.18	749.5521	96,381.38	116,662.40
GRAHAM BLDG. FUND	928.3977	147,832.94	140,661.12	.00	.00	853.62	928.3977	148,686.56	144,498.48
SARAH G.KENAN FUND	2245.8521	280,536.82	340,268.07	.00	.00	2,064.97	2245.8521	282,601.79	349,550.83
MARVIN-GILES-MURCHISON FD	572.1876	129,484.53	86,691.89	.00	.00	526.10	572.1876	130,010.63	89,056.92
LUCILE M.MARVIN FUND	90.5136	24,413.08	13,713.66	.00	.00	83.22	90.5136	24,496.30	14,087.80
WALTER R.MARVIN FUND	222.1522	43,307.26	33,658.21	.00	.00	204.26	222.1522	43,511.52	34,576.40
PRICE-NOE MEMORIAL FUND	2143.3208	211,345.67	324,733.58	145.27	.00	1,970.69	2144.2542	213,461.63	333,737.82
MARY N.SMITH FUND	154.6933	24,841.07	23,437.51	250.00	.00	142.23	156.2995	25,233.30	24,326.89
BISHOP STRANGE FUND	55.7947	8,669.64	8,453.41	.00	.00	51.30	55.7947	8,720.94	8,684.03
CHARLOTTE THOMPSON FUND	147.1112	22,520.15	22,288.76	.00	.00	135.26	147.1112	22,655.41	22,896.81
BISHOP WATSON FUND	122.8413	34,348.67	18,611.64	.00	.00	112.95	122.8413	34,461.62	19,119.35
R.A.WILLIAMS FUND	291.1220	40,372.54	44,107.76	.00	.00	267.67	291.1220	40,640.21	45,311.08
L.&N.W.LASTINGER MEM.FD.	530.7109	85,461.58	80,407.77	.00	.00	487.97	530.7109	85,949.55	82,601.34
FANNY M CURTIS FUND	187.9984	41,784.31	28,483.54	.00	.00	172.86	187.9984	41,957.17	29,260.58
SMITHSON FUND	2467.6090	440,623.48	373,866.37	.00	.00	2,268.86	2467.6090	442,892.34	384,065.69
CLERGY FOREIGN TRAVEL FUN	467.2680	69,870.38	70,795.57	.00	.00	429.63	467.2680	70,300.01	72,726.91
WILL G GAITHER FUND	579.1420	86,598.83	87,745.55	.00	.00	532.50	579.1420	87,131.33	90,139.33
WM & PHYLLIS WALKER FUND	752.6297	134,364.59	114,030.59	.00	.00	692.01	752.6297	135,056.60	117,141.43
WINSLOW MERRICK FUND	115.3093	20,585.80	17,470.48	.00	.00	106.02	115.3093	20,691.82	17,947.08
FLAGLER FUND	587.3003	119,907.64	88,981.62	.00	.00	540.00	587.3003	120,447.64	91,409.11
ROBINSON CHARITY	464.6695	65,607.91	70,401.88	.00	72,322.50	427.24	.0000	.00	.00
CHRIST CHURCH FDN	819.2996	115,967.92	124,131.72	.00	127,518.12	753.31	.0000	.00	.00
ST. TIMOTHY	211.7489	30,455.71	32,081.97	.00	.00	194.69	211.7489	30,650.40	32,957.19
WAVERLY BROADWELL	1036.1726	155,276.23	156,990.04	.00	.00	952.72	1036.1726	156,228.95	161,272.86
HELEN MARDRE MEMORIAL FD	131.8182	20,302.81	19,971.72	.00	.00	121.20	131.8182	20,424.01	20,516.54
TOTAL	31859.8487	4,360,043.99	4,827,071.86	395.27	199,840.62	29,293.81	30578.4192	4,206,976.69	4,759,312.23
UNIT MARKET VALUE	151.5096						155.6428		

INCOME

PARTICIPATING FUND	UNITS HELD BEGINNING OF PERIOD	CURRENT NET INCOME	ACCRUED INCOME	TOTAL INCOME	CURRENT PAYMENTS	REINVESTMENT	PRIOR ACCUMULATED INCOME	TOTAL ACCUMULATED INCOME
GENERAL FUND	25.4753	17.27	N/A	17.27	17.27	.00	.00	.00
LOUIS W.ALSTON FUND	15162.6901	10,277.28	N/A	10,277.28	10,277.28	.00	.00	.00
CURTIS-MURCHISON FUND	596.4683	404.29	N/A	404.29	404.29	.00	.00	.00
EDWARD FORBES FUND	749.5521	508.05	N/A	508.05	508.05	.00	.00	.00
GRAHAM BLDG. FUND	928.3977	629.27	N/A	629.27	629.27	.00	.00	.00
SARAH G.KENAN FUND	2245.8521	1,522.24	N/A	1,522.24	1,522.24	.00	.00	.00
MARVIN-GILES-MURCHISON FD.	572.1876	387.83	N/A	387.83	387.83	.00	.00	.00
LUCILE M.MARVIN FUND	90.5136	61.35	N/A	61.35	61.35	.00	.00	.00
WALTER R.MARVIN FUND	222.1522	150.58	N/A	150.58	150.58	.00	.00	.00
PRICE-NOE MEMORIAL FUND	2143.3208	1,452.75	N/A	1,452.75	1,307.48	145.27	.00	.00
MARY N.SMITH FUND	154.6933	104.85	N/A	104.85	104.85	.00	.00	.00
BISHOP STRANGE FUND	55.7947	37.82	N/A	37.82	37.82	.00	.00	.00
CHARLOTTE THOMPSON FUND	147.1112	99.71	N/A	99.71	99.71	.00	.00	.00
BISHOP WATSON FUND	122.8413	83.26	N/A	83.26	83.26	.00	.00	.00
R.A.WILLIAMS FUND	291.1220	197.32	N/A	197.32	197.32	.00	.00	.00
L.&N.W.LASTINGER MEM.FD.	530.7109	359.72	N/A	359.72	359.72	.00	.00	.00
FANNY M CURTIS FUND	187.9984	127.43	N/A	127.43	127.43	.00	.00	.00
SMITHSON FUND	2467.6090	1,672.55	N/A	1,672.55	1,672.55	.00	.00	.00
CLERGY FOREIGN TRAVEL FUND	467.2680	316.71	N/A	316.71	316.71	.00	.00	.00
WILL G GAITHER FUND	579.1420	392.54	N/A	392.54	392.54	.00	.00	.00
WM & PHYLLIS WALKER FUND	752.6297	510.13	N/A	510.13	510.13	.00	.00	.00
WINSLOW MERRICK FUND	115.3093	78.16	N/A	78.16	78.16	.00	.00	.00
FLAGLER FUND	587.3003	398.07	N/A	398.07	398.07	.00	.00	.00
ROBINSON CHARITY	464.6695	314.95	N/A	314.95	314.95	.00	.00	.00
CHRIST CHURCH FDN	819.2996	555.32	N/A	555.32	555.32	.00	.00	.00
ST. TIMOTHY	211.7489	143.52	N/A	143.52	143.52	.00	.00	.00
WAVERLY BROADWELL	1036.1726	702.32	N/A	702.32	702.32	.00	.00	.00
HELEN HARDRE MEMORIAL FD	131.8182	89.35	N/A	89.35	89.35	.00	.00	.00
TOTAL	31859.8487	21,594.64		21,594.64	21,449.37	145.27	.00	.00
UNIT INCOME VALUE	.6778							

CU EPISCOPAL FDN - DIOCESE OF E CAR

PERIOD ENDING 12-31-93

PARTICIPANT FUND ACCOUNTING

PRINCIPAL

PARTICIPATING FUND	UNITS HELD BEGINNING OF PERIOD	BEGINNING INVENTORY	BEGINNING MARKET VALUE	ADDITIONS	WITHDRAWALS	REALIZED GAIN OR LOSS(-)	ENDING UNITS	ENDING INVENTORY	ENDING MARKET VALUE
GENERAL FUND	25.4753	4,490.41	3,965.03	.00	.00	93.48	25.4753	4,583.89	4,135.29
LOUIS W.ALSTON FUND	15162.6901	1,840,721.20	2,359,964.33	.00	.00	55,641.56	15162.6901	1,896,362.76	2,461,288.50
CURTIS-MURCHISON FUND	596.4683	87,992.89	92,836.00	.00	.00	2,188.82	596.4683	90,181.71	96,821.93
EDWARD FORBES FUND	749.5521	96,800.16	116,662.40	.00	.00	2,750.58	749.5521	99,550.74	121,671.29
GRAHAM BLDG. FUND	928.3977	149,205.26	144,498.48	.00	.00	3,406.88	928.3977	152,612.14	150,702.46
SARAH G.KEHAM FUND	2245.8521	283,856.55	349,550.83	.00	.00	8,241.46	2245.8521	292,098.01	364,558.64
MARVIN-GILES-MURCHISON FD	572.1876	130,330.31	89,056.92	25,000.00	.00	2,099.72	726.1993	157,430.03	117,880.52
LUCILE M.MARVIN FUND	90.5136	24,546.87	14,087.80	.00	.00	332.15	90.5136	24,879.02	14,692.65
WALTER R.MARVIN FUND	222.1522	43,635.64	34,576.40	25,000.00	.00	815.22	376.1639	69,450.86	61,060.93
PRICE-MOE MEMORIAL FUND	2144.2542	214,659.63	333,737.82	426.42	.00	7,868.63	2146.8811	222,954.68	348,493.17
MARY N.SMITH FUND	156.2995	25,320.62	24,326.89	.00	.00	573.56	156.2995	25,894.18	25,371.38
BISHOP STRANGE FUND	55.7947	8,752.11	8,684.03	.00	.00	204.75	55.7947	8,956.86	9,056.88
CHARLOTTE THOMPSON FUND	147.1112	22,737.60	22,896.81	.00	.00	539.84	147.1112	23,277.44	23,879.85
BISHOP WATSON FUND	122.8413	34,530.25	19,119.35	.00	.00	450.78	122.8413	34,981.03	19,940.25
R.A.WILLIAMS FUND	291.1220	40,802.86	45,311.08	.00	.00	1,068.31	291.1220	41,871.17	47,256.49
L.&M.W.LASSINGER MEM.FD.	530.7109	86,246.06	82,601.34	.00	.00	1,947.52	530.7109	88,193.58	86,147.82
FANNY M CURTIS FUND	187.9984	42,062.21	29,260.58	.00	.00	689.89	187.9984	42,752.10	30,516.91
SMITHSON FUND	2467.6090	444,271.00	384,065.69	.00	.00	9,055.23	2467.6090	453,326.23	400,555.40
CLERGY FOREIGN TRAVEL FUN	467.2680	70,561.07	72,726.91	.00	.00	1,714.70	467.2680	72,275.77	75,849.41
WILL G GAITHER FUND	579.1420	87,454.90	90,139.33	.00	.00	2,125.24	579.1420	89,580.14	94,009.42
WM & PHYLLIS WALKER FUND	752.6297	135,477.10	117,141.43	.00	.00	2,761.88	752.6297	138,238.98	122,170.83
WINSLOW MERRICK FUND	115.3093	20,756.24	17,947.08	.00	.00	423.14	115.3093	21,179.38	18,717.62
FLAGLER FUND	587.3003	120,775.77	91,409.11	.00	.00	2,155.18	587.3003	122,930.95	95,333.72
ROBINSON CHARITY	.0000	.00	.00	.00	.00	.00	.0000	.00	.00
HOLY INN CHURCH-AVOCA	.0000	.00	.00	4,000.00	.00	.00	24.6419	4,000.00	4,000.00
CHRIST CHURCH FDN	.0000	.00	.00	.00	.00	.00	.0000	.00	.00
BISHOP WRIGHT	.0000	.00	.00	10,000.00	.00	.00	61.6047	10,000.00	10,000.00
ST. TIMOTHY	211.7489	30,768.70	32,957.19	.00	.00	777.04	211.7489	31,545.74	34,372.19
WAVERLY BROADWELL	1036.1726	156,807.86	161,272.86	.00	.00	3,802.38	1036.1726	160,610.24	168,197.05
HELEN HARDRE MEMORIAL FD	131.8182	20,497.66	20,516.54	.00	.00	483.72	131.8182	20,981.38	21,397.44
TOTAL	30578.4192	4,224,060.93	4,759,312.23	64,426.42	.00	112,211.66	30975.3161	4,400,699.01	5,028,078.04
UNIT MARKET VALUE	155.6428						162.3253		

*Realized Gain/Loss includes inventory adjustment of 13,639.18 due to the closing of funds for the quarter ending 09/30/93

CU EPISCOPAL FDN - DIOCESE OF E CAR

PERIOD ENDING 12-31-93

PARTICIPANT FUND ACCOUNTING

INCOME

PARTICIPATING FUND	UNITS HELD BEGINNING OF PERIOD	CURRENT NET INCOME	ACCRUED INCOME	TOTAL INCOME	CURRENT PAYMENTS	REINVESTMENT	PRIOR ACCUMULATED INCOME	TOTAL ACCUMULATED INCOME
GENERAL FUND	25.4753	50.66	N/A	50.66	50.66	.00	.00	.00
LOUIS W.ALSTON FUND	15162.6901	30,153.62	N/A	30,153.62	30,153.62	.00	.00	.00
CURTIS-MURCHISON FUND	596.4683	1,186.18	N/A	1,186.18	1,186.18	.00	.00	.00
EDWARD FORBES FUND	749.5521	1,490.61	N/A	1,490.61	1,490.61	.00	.00	.00
GRAHAM BLDG. FUND	928.3977	1,846.28	N/A	1,846.28	1,846.28	.00	.00	.00
SARAH G.KENAN FUND	2245.8521	4,466.26	N/A	4,466.26	4,466.26	.00	.00	.00
NARVIN-GILES-MURCHISON FD.	572.1876	1,137.89	N/A	1,137.89	1,137.89	.00	.00	.00
LUCILE N.MARVIN FUND	90.5136	180.00	N/A	180.00	180.00	.00	.00	.00
WALTER R.MARVIN FUND	222.1522	441.79	N/A	441.79	441.79	.00	.00	.00
PRICE-NOE MEMORIAL FUND	2144.2542	4,264.22	N/A	4,264.22	3,837.80	426.42	.00	.00
MARY N.SMITH FUND	156.2995	310.83	N/A	310.83	310.83	.00	.00	.00
BISHOP STRANGE FUND	55.7947	110.96	N/A	110.96	110.96	.00	.00	.00
CHARLOTTE THOMPSON FUND	147.1112	292.56	N/A	292.56	292.56	.00	.00	.00
BISHOP WATSON FUND	122.8413	244.29	N/A	244.29	244.29	.00	.00	.00
R.A.WILLIAMS FUND	291.1220	578.95	N/A	578.95	578.95	.00	.00	.00
L.&M.W.LASTINGER MEM.FD.	530.7109	1,055.41	N/A	1,055.41	1,055.41	.00	.00	.00
FANNY N CURTIS FUND	187.9984	373.87	N/A	373.87	373.87	.00	.00	.00
SMITHSON FUND	2467.6090	4,907.27	N/A	4,907.27	4,907.27	.00	.00	.00
CLERGY FOREIGN TRAVEL FUND	467.2680	929.24	N/A	929.24	929.24	.00	.00	.00
WILL G GAITHER FUND	579.1420	1,151.72	N/A	1,151.72	1,151.72	.00	.00	.00
WM & PHYLLIS WALKER FUND	752.6297	1,496.73	N/A	1,496.73	1,496.73	.00	.00	.00
WINSLOW MERRICK FUND	115.3093	229.31	N/A	229.31	229.31	.00	.00	.00
FLAGLER FUND	587.3003	1,167.95	N/A	1,167.95	1,167.95	.00	.00	.00
ROBINSON CHARITY	.0000	.00	N/A	.00	.00	.00	.00	.00
HOLY INN CHURCH-AVOCA	.0000	.00	N/A	.00	.00	.00	.00	.00
CHRIST CHURCH FDN	.0000	.00	N/A	.00	.00	.00	.00	.00
BISHOP WRIGHT	.0000	.00	N/A	.00	.00	.00	.00	.00
ST. TIMOTHY	211.7489	421.10	N/A	421.10	421.10	.00	.00	.00
WAVERLY BROADWELL	1036.1726	2,060.61	N/A	2,060.61	2,060.61	.00	.00	.00
HELEN MARDRE MEMORIAL FD	131.8182	262.14	N/A	262.14	262.14	.00	.00	.00
TOTAL	30578.4192	60,810.45		60,810.45	60,384.03	426.42	.00	.00
UNIT INCOME VALUE	1.9887							

VITAL STATISTICS DATA YEAR 93	BAPTIZED MEMBERS PRIOR DEC. 31	BAPTIZED MEMBERS DEC. 31	COMMU-NICANTS	CONFIRMED COMM. IN GD STNDNG	BAPTISMS ADULTS	BAPTISMS CHILD.	CONFIRMATIONS ADULTS	CONFIRMATIONS CHILD.	CONFIRMATIONS REC'D.	SERVICES OF HOLY COMMUNION SUNDAYS	SERVICES OF HOLY COMMUNION WKDAYS	SERVICES OF HOLY COMMUNION PRIVATE	MAR-RIAGES	BURI-ALS	OTHER SERV.	AVERAGE ATTEND. 4 KEY SUNDAYS	PUPILS CHURCH SCHOOL	PUPILS DAY SCHOOL
Ahoskie, St Thomas	171	173	160	135	0	2	5	0	1	93	3	12	2	2	15	105	43	0
Atlantic Beach, St Francis By The Sea	0	64	64	64	0	1	6	0	0	35	3	1	0	0	17	63	23	0
Aurora, Holy Cross	51	48	14	17	0	0	0	0	0	37	2	0	0	4	0	15	1	1
Bath, St Thomas	99	103	84	76	0	1	2	0	2	50	3	2	1	1	12	76	12	0
Beaufort, St. Paul's	494	536	384	336	1	6	1	2	1	102	67	9	9	9	31	231	75	0
Belhaven, St. James	32	32	34	30	0	0	0	0	0	52	4	37	0	2	2	27	0	0
Belhaven, St. Mary's	25	33	33	19	2	3	6	0	1	50	2	8	0	1	55	25	13	0
Burgaw, St. Mary's	66	64	52	52	0	3	0	3	0	42	3	5	0	1	12	50	3	0
Chocowinity, Trinity	111	136	136	99	3	2	1	1	0	53	9	0	0	0	12	85	23	0
Clinton, St. Paul's	131	129	120	97	0	1	1	0	0	100	65	21	1	2	204	72	36	0
Columbia, St. Andrew's	28	23	25	24	0	0	0	0	0	25	3	4	0	2	19	9	0	0
Creswell, Christ	15	14	12	8	0	0	0	0	0	14	1	0	0	1	10	14	3	0
Creswell, Galilee	11	11	10	8	0	0	0	0	0	11	1	0	0	1	14	8	10	0
Edenton, St John	37	34	31	29	0	0	0	0	0	19	2	0	0	1	28	20	0	0
Edenton, St. Paul's	321	319	292	292	0	9	7	2	0	105	135	24	4	10	38	190	79	0
Elizabeth City, Christ	370	383	274	244	1	8	4	2	3	123	24	26	5	10	20	167	50	0
Elizabeth City, St. Peter's	33	35	40	34	0	2	0	2	0	50	5	3	0	4	3	23	8	0
Elizabethtown, St. Christopher's	82	92	51	37	0	4	1	0	1	43	15	0	1	0	11	40	18	0
Engelhard, St. George's	51	58	56	58	1	7	0	0	0	31	4	0	3	2	22	38	29	0

DIOCESE OF East Carolina, Page: 1

* Indicates incomplete or obsolete data.

VITAL STATISTICS DATA YEAR 93	BAPTIZED MEMBERS PRIOR DEC. 31	BAPTIZED MEMBERS DEC. 31	COMMU-NICANTS	CONFIRMED COMM. IN GO STNONG	BAPTISMS ADULTS	BAPTISMS CHILD.	CONFIRMATIONS ADULTS	CONFIRMATIONS CHILD.	CONFIRMATIONS REC'D.	SERVICES OF HOLY COMMUNION SUNDAYS	SERVICES OF HOLY COMMUNION WKDAYS	SERVICES OF HOLY COMMUNION PRIVATE	MAR-RIAGES	BURI-ALS	OTHER SERV.	AVERAGE ATTEND. 4 KEY SUNDAYS	PUPILS CHURCH SCHOOL	PUPILS DAY SCHOOL
* Fairfield, All Saints	11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Farmville, Emmanuel	99	95	59	59	0	0	1	0	0	52	3	0	2	3	0	43	7	0
Fayetteville, Good Shepherd	42	-2	26	22	0	1	0	0	0	32	2	8	0	0	0	36	15	0
Fayetteville, Holy Trinity	763	855	674	616	3	24	10	8	1	141	61	18	4	6	14	322	181	88
Fayetteville, St. John's	850	875	682	675	4	18	10	8	2	104	150	36	6	16	190	320	108	0
Fayetteville, St. Joseph's	136	124	114	107	0	1	1	0	0	50	42	36	0	2	54	81	8	0
Fayetteville, St. Paul's	282	298	150	120	0	5	1	11	0	67	28	4	1	5	19	102	31	0
Gatesville, St. Mary's	53	55	51	42	0	2	3	2	0	24	3	4	1	0	26	38	12	0
Goldsboro, St. Andrew's	42	42	38	38	0	0	0	0	0	21	5	5	0	0	0	21	1	0
Goldsboro, St. Francis	281	290	166	175	1	5	1	0	1	110	45	34	0	9	7	112	33	0
Goldsboro, St. Stephen's	433	450	277	292	0	8	6	0	8	89	40	44	2	4	50	414	35	0
Greenville, St. Paul's	757	756	0	0	7	12	6	0	0	143	208	35	8	16	9	241	55	84
Greenville, St. Timothy's	409	414	350	238	1	18	7	0	4	138	7	9	2	2	25	202	98	94
Grifton, St. John's & St. Mark's	81	83	80	72	1	0	2	1	0	50	3	48	1	1	32	42	9	0
Hampstead, Holy Trinity	82	102	111	111	0	0	0	0	0	51	6	1	0	0	6	78	21	0
Havelock, St. Christopher's	296	303	167	121	1	7	11	2	3	100	63	9	1	3	12	115	26	0
Hertford, Holy Trinity	94	94	89	89	0	0	4	1	1	0	94	3	4	2	4	54	0	0
Holly Ridge, St. Philip's	30	36	28	25	0	4	2	0	0	29	4	0	1	0	33	29	5	0
* Holly Ridge, St. Philip's	58	116	30	33	1	0	0	0	0	27	3	1	0	1	26	34	0	0

DIOCESE OF East Carolina, Page: 2

* Indicates incomplete or obsolete data.

VITAL STATISTICS DATA YEAR 93	BAPTIZED MEMBERS PRIOR DEC. 31	BAPTIZED MEMBERS DEC. 31	COMMU-NICANTS	CONFIRMED COMM. IN GO STRONG	BAPTISMS ADULTS	BAPTISMS CHILD.	CONFIRMATIONS ADULTS	CONFIRMATIONS CHILD.	CONFIRMATIONS REC'D.	SERVICES OF HOLY COMMUNION SUNDAYS	SERVICES OF HOLY COMMUNION WKDAYS	SERVICES OF HOLY COMMUNION PRIVATE	MAR-RIAGES	BURI-ALS	OTHER SERV.	AVERAGE ATTEND. 4 KEY SUNDAYS	PUPILS CHURCH SCHOOL	PUPILS DAY SCHOOL
Hope Mills, Christ	208	221	150	139	2	8	3	2	1	68	32	8	0	0	133	112	45	0
Jacksonville, St. Anne's	1,001	1,020	340	318	5	26	23	1	1	90	68	49	4	5	18	255	105	171
Kinston, Holy Innocents	121	119	109	108	0	1	0	0	0	42	3	0	0	1	10	50	17	0
Kinston, St. Augustine's	16	16	47	51	1	1	2	1	0	45	5	22	0	0	0	35	8	0
Kinston, St. Mary's	554	570	570	493	0	10	10	14	2	106	122	95	6	10	335	300	154	0
Lumberton, Trinity	239	255	181	191	5	3	12	4	0	109	58	0	0	3	0	137	0	0
Morehead City, St. Andrew's	659	648	527	527	3	15	15	0	2	155	75	208	2	10	75	434	84	0
Nags Head, St. Andrew's	411	429	468	436	3	14	9	0	0	186	90	20	5	10	300	476	105	50
New Bern, Christ	1,263	1,259	1,197	927	4	14	9	5	6	120	89	138	7	20	47	555	64	0
New Bern, St. Cyprian's	64	62	59	51	0	2	0	0	0	28	3	180	0	2	32	65	18	0
Oriental, St. Thomas	163	171	180	92	0	1	1	0	2	104	19	4	0	2	10	88	24	0
Plymouth, Grace	119	117	126	131	0	3	3	0	1	98	45	32	2	7	2	68	7	0
Reiglewood, All Souls	59	59	31	30	0	0	0	3	0	34	3	7	1	1	19	24	8	0
* Riegelwood, All Soul's Church	30	60	27	29	0	0	0	0	0	39	9	3	2	0	36	26	7	0
Roper, St. Luke's & St. Anne's	37	38	42	34	0	1	0	0	0	24	3	1	1	0	25	27	6	0
Roxobel, St. Mark's	24	24	14	14	0	0	0	0	0	7	2	0	0	0	0	15	0	0
Shallotte, St. James the Fisherman	155	180	174	157	1	0	4	4	2	91	71	2	4	6	133	202	28	0
Southport, St. Philip's	249	273	226	196	0	3	7	7	1	101	12	0	3	2	19	150	60	0
Swansboro, St. Peter's by-the-sea	182	206	191	175	0	7	6	4	2	105	5	190	2	2	12	131	23	0

DIOCESE OF East Carolina, Page: 3

* Indicates incomplete or obsolete data.

VITAL STATISTICS DATA YEAR 93	BAPTIZED MEMBERS PRIOR DEC. 31	BAPTIZED MEMBERS DEC. 31	COMMU-NICANTS	CONFIRMED COMM. IN GO STRONG	BAPTISMS ADULTS	BAPTISMS CHILD.	CONFIRMATIONS ADULTS	CONFIRMATIONS CHILD.	CONFIRMATIONS REC'D.	SERVICES OF HOLY COMMUNION SUNDAYS	SERVICES OF HOLY COMMUNION WKDAYS	SERVICES OF HOLY COMMUNION PRIVATE	MAR-RIAGES	BURI-ALS	OTHER SERV.	AVERAGE ATTEND. 4 KEY SUNDAYS	PUPILS CHURCH SCHOOL	PUPILS DAY SCHOOL
Trenton, Grace	21	19	20	22	0	0	0	0	0	46	6	0	0	2	6	12	0	0
Vanceboro, St. Paul's	62	78	64	67	0	1	3	0	0	52	9	0	0	2	0	32	2	0
* Washington, St Paul	60	60	0	55	0	0	0	0	0	39	4	13	0	2	67	29	9	0
Washington, St. Peter's	478	475	640	550	1	7	4	13	1	105	113	43	8	9	2	295	54	41
* Washington, Zion	89	94	76	61	0	0	0	0	0	41	7	0	2	0	39	35	3	0
Whiteville, Grace	77	74	93	60	0	0	1	2	0	103	55	50	0	3	82	64	19	0
Williamston, Church of the Advent	153	165	126	138	0	7	6	4	0	32	52	0	2	2	25	77	21	0
Wilmington, Good Shepherd	207	224	221	221	2	8	7	0	8	105	15	10	2	9	15	92	35	0
Wilmington, Servant	209	257	200	193	0	4	7	0	2	54	8	27	2	1	19	171	57	0
Wilmington, St. Andrew's on the Sound	531	629	614	440	1	17	13	2	0	118	45	52	12	7	0	278	63	0
Wilmington, St. James	1,344	1,366	1,351	1,105	2	18	10	19	0	110	81	36	11	16	40	434	98	107
Wilmington, St. John's	819	617	621	558	4	16	12	4	4	141	121	38	8	20	110	243	58	0
Wilmington, St. Mark's	193	210	222	222	0	12	1	5	0	52	29	97	0	6	44	89	54	0
Wilmington, St. Paul's	473	547	365	284	1	15	17	1	0	104	83	84	2	1	16	313	74	0
Windsor, St. Thomas's	182	178	124	180	0	1	0	0	0	48	25	6	1	2	1	66	26	0
Woodville, Grace	27	27	16	16	0	0	0	1	0	8	1	0	1	0	35	6	6	0
GRAND TOTAL:	17,406	18,020	14,378	12,760	62	369	284	141	64	4,973	2,486	1,862	149	286	2,739	8,957	2,413	636

DIOCESE OF East Carolina, Page: 4

* Indicates incomplete or obsolete data.

FINANCIAL STATISTICS DATA YEAR 93	PLEDGING UNITS	PLEDGED FOR NEXT YEAR	REVENUES: PLATE AND PLEDGE	REVENUES: TOTAL OPERATING REVENUES	REVENUES: TOTAL NON-OPERATING REVENUES	REVENUES: TOTAL REVENUES	EXPENDITURES: OPERATING EXPENSES	EXPENDITURES: TOTAL WORK WITHIN CONG.	EXPENDITURES: TO DIOC. & GEN. CHURCH	EXPENDITURES: OUTREACH	EXPENDITURES: TOTAL WORK OUTSIDE CONG.	EXPENDITURES: TOTAL EXP., OPERATING ACCOUNTS	NET DISPOSABLE BUDGET INCOME
Ahoskie, St Thomas	64	108,045	103.279	104,730	64,933	169,663	78,359	140,277	19,860	1,222	21,584	161,861	104,730
Atlantic Beach, St Francis By The Sea	51	24,864	21,663	34,030	50	34,080	17,062	17,062	2,475	319	3,269	20,331	21,663
Aurora, Holy Cross	12	5,200	6,538	18,883	0	18,883	8,157	12,017	500	0	500	12,517	11,883
Bath, St Thomas	56	88,794	83,669	91,494	39,428	130,922	51,942	56,682	18,850	14,950	33,800	90,482	88,194
Beaufort, St. Paul's	180	170,708	177,822	187,121	17,477	204,598	142,760	150,577	32,400	2,983	52,860	203,437	187,121
Belhaven, St. James	0	0	25,809	31,608	0	31,608	22,687	22,687	5,981	2,464	8,445	31,132	31,608
Belhaven, St. Mary's	15	11,000	9,222	9,222	100	9,322	6,470	6,470	1,500	200	1,700	8,170	9,222
Burgaw, St. Mary's	17	19,302	24,837	26,446	5,274	31,720	20,398	23,631	2,750	2,325	7,688	31,319	26,446
Chocowinity, Trinity	48	53,870	51,367	58,196	0	58,196	54,285	54,285	4,280	1,652	6,382	60,667	58,196
Clinton, St. Paul's	49	69,900	68,309	70,936	3,419	74,355	66,906	70,064	5,040	2,160	7,398	77,462	70,936
Columbia, St. Andrew's	0	0	12,407	13,685	295	13,980	11,543	11,543	2,208	817	3,285	14,828	13,685
Creswell, Christ	3	5,280	6,398	9,397	22,787	32,184	7,917	23,669	1,200	7,866	9,066	32,735	9,397
Creswell, Galilee	0	0	4,069	4,069	90	4,159	3,237	3,237	340	0	430	3,667	4,069
Edenton, St John	0	0	11,527	14,302	390	14,692	8,948	9,878	2,625	0	2,625	12,503	14,302
Edenton, St. Paul's	124	189,606	206,101	238,536	0	238,536	177,308	177,308	36,097	4,800	41,148	218,456	238,536
Elizabeth City, Christ	135	162,531	173,180	192,510	385,541	578,051	364,267	542,549	22,500	8,145	35,384	577,933	192,510
Elizabeth City, St. Peter's	5	7,748	9,615	13,922	4,175	18,097	12,510	15,709	1,800	97	1,911	17,620	10,922
Elizabethtown, St. Christopher's	19	50,450	48,472	58,472	8,582	67,054	59,992	59,992	5,836	0	6,562	66,554	48,472
Engelhard, St. George's	18	12,096	12,820	22,433	8,460	30,893	28,176	28,176	3,384	1,532	4,916	33,092	22,433

DIOCESE OF East Carolina, Page: 1

* Indicates incomplete or obsolete data.

FINANCIAL STATISTICS DATA YEAR 93	PLEDGING UNITS	PLEDGED FOR NEXT YEAR	REVENUES: PLATE AND PLEDGE	REVENUES: TOTAL OPERATING REVENUES	REVENUES: TOTAL NON-OPERATING REVENUES	REVENUES: TOTAL REVENUES	EXPENDITURES: OPERATING EXPENSES	EXPENDITURES: TOTAL WORK WITHIN CONG.	EXPENDITURES: TO DIOC. & GEN. CHURCH	EXPENDITURES: OUTREACH	EXPENDITURES: TOTAL WORK OUTSIDE CONG.	EXPENDITURES: TOTAL EXP., OPERATING ACCOUNTS	NET DISPOSABLE BUDGET INCOME
* Fairfield, All Saints	0	0	0	0	0	0	0	0	0	0	0	0	0
Farmville, Emmanuel	25	33,424	45,483	69,354	3,845	73,199	57,284	57,284	5,200	863	9,969	67,253	69,354
Fayetteville, Good Shepherd	23	12,180	13,095	17,606	0	17,606	12,211	12,211	1,992	2,317	4,309	16,520	17,606
Fayetteville, Holy Trinity	170	230,810	243,284	276,999	103,634	380,633	191,128	249,066	55,428	50,477	111,424	360,490	276,999
Fayetteville, St. John's	243	311,811	370,567	448,921	175,357	624,278	315,737	331,157	58,880	108,764	178,703	509,860	392,741
Fayetteville, St. Joseph's	0	0	75,956	82,478	4,921	87,399	75,805	79,950	6,500	0	7,276	87,226	82,478
Fayetteville, St. Paul's	52	71,862	72,540	78,920	20,296	99,216	81,283	81,283	7,892	2,405	10,757	92,040	73,170
Gatesville, St. Mary's	20	17,870	15,839	22,032	0	22,032	15,741	15,741	2,100	1,148	3,248	18,989	18,033
Goldsboro, St. Andrew's	19	18,000	16,039	17,021	1,368	18,389	14,170	15,320	2,301	170	3,504	18,824	17,021
Goldsboro, St. Francis	58	86,202	74,046	91,211	3,904	95,115	94,310	94,310	18,700	250	27,020	121,330	89,961
Goldsboro, St. Stephen's	136	171,890	189,176	199,546	21,610	221,156	181,736	181,736	29,000	3,481	33,766	215,502	199,360
Greenville, St. Paul's	212	308,831	291,294	322,988	74,763	397,751	222,379	233,152	65,578	15,042	89,143	322,295	317,988
Greenville, St. Timothy's	116	169,629	174,814	179,968	72,426	252,394	158,631	397,069	19,192	3,900	23,092	420,161	179,968
Grifton, St. John's & St. Mark's	19	20,504	30,635	31,472	0	31,472	26,123	26,123	3,600	1,455	5,055	31,178	31,472
Hampstead, Holy Trinity	56	60,840	54,937	68,704	120,606	189,310	47,536	445,116	6,192	1,199	8,026	453,142	56,704
Havelock, St. Christopher's	45	46,000	53,081	56,274	600	56,874	56,041	56,041	3,500	600	4,100	60,141	56,274
Hertford, Holy Trinity	39	46,232	45,245	91,814	2,923	94,737	64,520	64,520	6,000	400	9,513	74,033	91,814
Holly Ridge, St. Philip's	0	0	11,907	11,978	0	11,978	10,239	10,239	890	1,025	1,915	12,154	11,978
* Holly Ridge, St. Philip's	0	0	10,522	10,849	0	10,849	8,033	8,033	850	2,664	3,514	11,547	10,849

DIOCESE OF East Carolina, Page: 2

* Indicates incomplete or obsolete data.

FINANCIAL STATISTICS DATA YEAR 93	PLEOGING UNITS	PLEOGED FOR NEXT YEAR	REVENUES: PLATE ANO PLEOGE	REVENUES: TOTAL OPERATING REVENUES	REVENUES: TOTAL NON-OPERATING REVENUES	REVENUES: TOTAL REVENUES	EXPENOITURES: OPERATING EXPENSES	EXPENOITURES: TOTAL WORK WITHIN CONG.	EXPENOITURES: TO OIOC. & GEN. CHURCH	EXPENOITURES: OUTREACH	EXPENOITURES: TOTAL WORK OUTSIOE CONG.	EXPENOITURES: TOTAL EXP., OPERATING ACCOUNTS	NET OISPOSABLE 8UOGET INCOME
Hope Mills, Christ	0	52,250	45,967	72,332	257,480	329,812	66,067	342,998	5,669	5,900	12,336	355,334	72,332
Jacksonville, St. Anne's	149	177,728	190,605	230,982	43,369	274,351	178,343	218,031	20,000	3,050	30,823	248,854	204,145
Kinston, Holy Innocents	46	37,590	36,494	43,963	0	43,963	39,170	39,170	5,655	0	5,655	44,825	43,963
Kinston, St. Augustine's	23	25,410	24,812	29,S47	0	29,547	25,967	25,967	2,159	188	2,387	28,354	29,547
Kinston, St. Mary's	213	316,100	299,870	324,779	63,481	388,260	249,650	282,463	56,087	29,753	105,115	387,578	324,779
Lumberton, Trinity	87	147,783	129,588	136,S31	7,158	143,689	116,276	117,824	25,000	3,316	28,993	146,817	136,531
Morehead City, St. Andrew's	219	262,500	287,964	306,700	37,127	343,827	254,931	254,931	22,250	22,250	64,854	319,785	306,700
Nags Head, St. Andrew's	187	153,971	196,401	198,408	57,24S	255,653	202,245	202,245	35,000	1,791	49,553	251,798	.198,408
New 8ern, Christ	393	526,646	524,905	532,676	39,335	572,011	351,662	428,509	124,800	49,800	185,801	614,310	532,676
New 8ern, St. Cyprian's	26	25,000	31,130	45,227	0	45,227	34,802	34,802	4,800	1,150	6,000	40,802	45,227
Oriental, St. Thomas	43	71,000	70,967	74,370	0	74,370	65,171	205,171	5,900	1,767	7,667	212,838	74,370
Plymouth, Grace	0	0	36,000	94,000	13,100	107,100	46,640	106,640	2,S50	0	2,550	109,190	94,000
Reiglewood, All Souls	11	13,912	15,282	15,282	799	16,081	11,504	12,504	1,800	558	3,157	15,661	15,282
* Riegelwood, All Soul's Church	0	13,592	1S,336	15,978	10,191	26,169	12,776	24,967	750	0	1,869	26,836	15,978
Roper, St. Luke's & St. Anne's	14	8,S00	10,849	11,994	6,025	18,019	11,111	11,111	2,520	0	2,905	14,016	11,994
Roxobel, St. Mark's	7	4,000	4,653	5,107	190	5,297	3,975	3,975	400	400	990	4,965	5,107
Shallotte, St. James the Fisherman	75	75,000	75,573	88,056	99,983	188,039	76,885	446,815	7,200	1,99S	9,195	456,010	82,056
Southport, St. Philip's	93	108,241	109,231	112,539·	3,587	116,126	98,323	98,323	8,016	1,032	9,566	107,889	112,539
Swansboro, St. Peter's by-the-sea	85	70,924	58,398	101,450	0	101,450	97,295	97,295	5,530	1,645	7,175	104,470	95,186

OIOCESE OF East Carolina, Page: 3

* Indicates incomplete or obsolete data.

FINANCIAL STATISTICS DATA YEAR 93	PLEDGING UNITS	PLEDGED FOR NEXT YEAR	REVENUES: PLATE AND PLEDGE	REVENUES: TOTAL OPERATING REVENUES	REVENUES: TOTAL NON-OPERATING REVENUES	REVENUES: TOTAL REVENUES	EXPENDITURES: OPERATING EXPENSES	EXPENDITURES: TOTAL WORK WITHIN CONG.	EXPENDITURES: TO DIOC. & GEN. CHURCH	EXPENDITURES: OUTREACH	EXPENDITURES: TOTAL WORK OUTSIDE CONG.	EXPENDITURES: TOTAL EXP., OPERATING ACCOUNTS	NET DISPOSABLE BUDGET INCOME
Trenton, Grace	0	0	9,099	9,320	27,499	36,819	14,589	14,589	504	0	1,288	15,877	9,320
Vanceboro, St. Paul's	24	20,500	17,662	20,791	2,806	23,597	17,095	22,315	1,430	603	2,033	24,348	20,791
* Washington, St Paul	31	7,550	12,328	12,328	0	12,328	11,902	20,548	0	249	249	20,797	12,328
Washington, St. Peter's	229	266,724	276,903	306,186	16,558	322,744	213,266	254,831	46,011	6,576	52,766	307,597	303,686
* Washington, Zion	15	16,300	20,984	34,258	5,782	40,040	36,666	36,666	1,800	1,178	3,460	40,126	34,258
Whiteville, Grace	30	45,816	60,924	63,649	883	64,532	64,277	64,277	5,512	1,531	7,664	71,941	63,649
Williamston, Church of the Advent	68	108,628	103,054	104,522	19,011	123,533	82,070	95,687	19,500	1,615	25,452	121,139	104,522
Wilmington, Good Shepherd	46	44,068	55,931	60,680	30,000	90,680	95,927	99,768	6,500	0	7,300	107,068	60,680
Wilmington, Servant	67	80,041	75,482	83,021	42,078	125,099	83,630	83,630	2,291	5,388	14,160	97,790	81,321
Wilmington, St. Andrew's on the Sound	182	239,857	224,019	233,891	38,304	272,195	212,286	215,286	20,779	5,647	28,653	243,939	233,891
Wilmington, St. James	368	409,190	392,304	437,264	60,045	497,309	382,536	382,536	72,000	6,700	79,438	461,974	437,264
Wilmington, St. John's	243	249,090	227,875	327,268	6,787	334,055	199,960	199,960	74,706	1,721	81,257	281,217	327,268
Wilmington, St. Mark's	61	53,736	53,736	53,736	18,892	72,628	61,007	75,949	0	0	0	75,949	53,736
Wilmington, St. Paul's	165	175,570	163,547	182,558	60,438	242,996	210,834	322,542	14,760	11,515	37,224	359,766	181,796
Windsor, St. Thomas's	54	77,431	75,699	76,278	23,439	99,717	61,850	61,850	9,400	0	9,574	71,424	76,278
Woodville, Grace	13	8,770	8,103	10,121	0	10,121	5,750	5,750	2,800	755	5,491	11,241	10,121
GRAND TOTAL:	5,296	6,478,897	6,787,239	7,733,919	2,158,846	9,892,765	6,472,269	8,694,089	1,077,500	415,765	1,675,887	10,369,976	7,569,824

DIOCESE OF East Carolina, Page: 4

* Indicates incomplete or obsolete data.

Constitution

ARTICLE I
Territorial Limits

This Diocese as established by the Sixty-seventh Convention of the Diocese of North Carolina, in May, 1883, at Charlotte, embracing all that portion of the territory of the State of North Carolina, which includes the counties of Hertford, Bertie, Martin, Pitt, Greene, Wayne, Sampson, Cumberland, Hoke and Robeson, and all the counties lying between these counties and the Atlantic Ocean, shall be known as the Diocese of East Carolina.

ARTICLE II
Accession to Constitution of Protestant Episcopal Church in the United States of America

The Church in this Diocese accedes to the Constitution and Canons of that branch of the Holy Catholic Church known as the Protestant Episcopal Church in the United States of America, and recognizes the authority of the General Convention thereof.

ARTICLE III
Time and Place of Meeting of Annual Convention

Section 1. There shall be an Annual Convention to meet within the Diocese at such time and place as may be determined by the next preceding Convention, or in the event of no such determination, at such time and place as may be agreed upon by the Bishop and Standing Committee, or appointed by the Standing Committee, in case of the disability of the Bishop, or a vacancy in his office.

Section 2. But the time or place of such meeting may be changed or Special Conventions may be called by the Bishop and Standing Committee or by the Standing Committee in case of disability or vacancy as provided in the preceding section, subject nevertheless to such Canonical provisions as may hereafter be made; provided that no Special Convention shall be called without at least thirty days notice, which notice shall be mailed by the Secretary of the Convention at least twenty days before the meeting of such Special Convention to each Clergyman entitled to a seat in the Convention, and to each Clerk of such Parish as has no Rector in charge, and to the Clerk of each Mission that has no missionary in charge, and shall specify the business and purpose for which said Special Convention is to be held; and no other business shall be proposed or acted upon except by a concurrent vote of two-thirds of both orders present, voting by orders.

Section 3. Election shall be held by the several Vestries, or at the option of each Vestry, by the congregation, for delegates to special Conventions; but in the event of the failure to elect such delegates, those who were elected to the preceding Annual Convention - subject to the provisions of Article IV, Sections 3 and 4 of this Constitution-shall hold over.

ARTICLE IV
Personnel of Convention

Section 1. The Convention shall be composed of the two Orders - Clerical and Lay. The Bishop of the Diocese, or in his absence, the Bishop in charge as representing the Episcopal Authority shall, if present, preside at all meetings of the Conventions.

The Bishop Coadjuter and the Bishop -Suffragan, if there be such, shall be entitled to seats and votes in the Convention, and if there be none such present, the Convention shall elect its presiding officer.

Section 2. Every Clergyman of the Church having been Canonically connected with and resident within the Diocese for three months next preceding any meeting of the Convention, including such portion of the time as he may have been a candidate for Orders, shall be entitled to a seat and vote in the Convention except in the election of a Bishop, in which case such connection and residence must have been for six months to entitle him to vote; provided, that the restriction as above in regards to residence shall not apply to professors, tutors or students in any institution of learning maintained in whole or in part by this Church, or to the clerical officers or agents of the Executive Council of the Episcopal Church or to Chaplains in the Armed Forces: provided further that any Clergyman who has been Canonically connected with the Diocese for at least three years and who has not been in attendance at one of the last three Annual Conventions shall have seat and voice, but no vote, at any meeting of the Convention.

Section 3. (a) Each church within the Diocese, whether a parish or mission, shall be entitled to be represented to be represented by lay delegates according to the number of its confirmed communicants in good standing of sixteen years of age or older, as follows: from 10 to 50 such communicants, 1 lay delegate; from 51 to 100 such communicants, 2 lay delegates; from 101 to 300 such communicants, 3 lay delegates; from 301 to 500 such communicants, 4 lay delegates; over 500 such communicants, 5 lay delegates. The number of confirmed communicants in good standing of sixteen years of age or older shall be determined from each church's parochial report as of December 31st preceding the annual Convention. Each church's delegates shall be chosen by the Vestry, or at the option of the Vestry, by election by the congregation, from the confirmed communicants in good standing of sixteen years of age or older of the church.

(b) Any Parish or Mission within the Diocese, which has been acknowledged by the Bishop as the sponsoring parish or mission of a College or University Student Fellowship, shall be entitled to be represented by one additional student lay delegate. The student delegate shall be chosen by the Vestry by the sponsoring parish, or at the option of the Vestry, by election of the Student Fellowship.

Section 4. Each church shall be entitled to select one alternate lay delegate for each of its lay delegates, such alternate delegates to be chosen in the same manner as the delegates.

Section 5. (a) It shall be lawful for the Convention to exclude or suspend from Lay representation any Parish or Mission neglecting or refusing to appoint delegates to the Convention for two successive years, or neglecting or refusing to comply with any lawful requirement of the

Convention; providing, that a vote of a majority of all the clergy present in the Convention, and two-thirds of the lay delegates present in the Convention shall be required for such exclusion or suspension.

(b) Any Parish or Mission which fails to keep or cause the keeping of the records or to file or cause the filing of the reports required by the canonical provisions shall be denied any representation at the next Annual Convention and each one thereafter until such records are brought current and such reports are filed. However, if good cause is shown in the opinion of the Convention delegates, the Parish or Mission may be relieved of the penalty prescribed by this paragraph by a vote in favor of such relief by two-thirds of the delegates voting on the question. If a vote by orders is called for, relief of the penalty must carry by two-thirds of the votes cast in each order.

Section 6. If any Parish or Mission shall neglect or decline to appoint Lay Delegates, or shall have been excluded or suspended from the right of doing so by the Convention, or if any or all those appointed shall not be present, such Parish or Mission shall nevertheless be bound by the acts of the Convention.

Section 7. In a vote by Orders and Parishes in any session of the Convention, no delegation from any church shall have a vote if such church has not been represented in at least one of the last three, consecutive, regular annual meetings of the Convention.

ARTICLE V
Powers of Convention

Section 1. The Convention shall be sole judge of the election and qualification of its own members. It shall have power to adopt Rules of Order for its own government, elect officers and raise funds; and shall have such other legislative powers as may be necessary and proper for the well-being of the Diocese.

Section 2. The Convention shall have no power to pass any Canon infringing the Episcopal Authority, but may adopt resolutions of advice or inquiry or institute any proceedings deemed necessary for the purpose of impeachment of the Bishop.

ARTICLE VI
Quorum

To constitute a quorum for the purpose of ordinary business the presence of a majority of all clergy entitled to seat and vote (exclusive of non-parochial clergy) and of a majority of the lay delegates entitled to representation in the Convention shall be necessary. Any less number shall be competent to receive reports and to adjourn.

ARTICLE VII
When to Vote by Orders
When to Vote by Orders and Parishes
When to Vote by Delegates

Section 1. Upon any question before the Convention when it may be required by any one clerical or lay member, the two Orders shall vote separately. If a vote by Orders is required, each clerical member shall be entitled to one vote and each lay member to one vote and concurrence of

majorities of both Orders shall be necessary to a decision. If a vote by Orders and Parishes is required, each clerical member shall be entitled to one vote; the delegation from each church with five lay delegates shall be entitled to one vote, the delegation from each church with four lay delegates shall be entitled to four-fifths vote, the delegation from each church with three lay delegates shall be entitled to three-fifths vote, the delegation from each church with two delegates shall be entitled to two-fifths vote, the delegation from each church with one lay delegate shall be entitled to one-fifth vote; and a concurrence of majority of both Orders shall be necessary to a decision. When no such division is called for, each member of the Convention shall be entitled to one vote.

Section 2. All elections shall be by ballot unless otherwise unanimously ordered.

ARTICLE VIII
Officers of Convention

Section 1. The Convention shall annually elect a Secretary, a Treasurer, a Chancellor and a Historiographer.

Section 2. Should there at any time be no such election, then the officers last before elected shall hold over until such election shall be had.

Section 3. Should the office of Secretary, Treasurer, Chancellor or Historiographer become vacant at any time preceding the annual election, the Ecclesiastical Authority shall power to fill the vacancy till such time as election shall be held.

ARTICLE IX
Standing Committee

Section 1. The Standing Committee shall consist of three clergymen of the Diocese and three lay persons, confirmed communicants in good standing of sixteen years or older and residents of the Diocese. The members of the Standing Committee shall be elected by the Convention for three year terms, with one clergyman and one lay person elected annually; provided that the number elected and the terms may be varied initially to produce such staggered terms. No member who has served on the Committee shall be eligible for re-election, or appointment to fill a vacancy, until one year after the expiration of his term. The Committee shall elect its President and Secretary annually and shall have power to fill, until the next Annual Convention, any vacancy that may occur on the Committee.

Section 2. In case of the absence or inability of the Bishop, the duties assigned to him by this Constitution shall be performed by the Bishop-Coadjutor (if there be one), in so far as it is not inconsistent with the Constitution and Canons of the General Convention.

Section 3. Where there is no Bishop the Standing Committee shall be the Ecclesiastical Authority of the Diocese, and, as such, may invite the temporary services of other Bishops, and, for due cause, may change the time or place of the annual meetings of the Convention, and they may also summon special Conventions, and shall do so upon the call of one-third of the Clergy of the Diocese, or of one third of the Parishes in union with the Convention, as appearing upon the lists of the Journal last before published. And although there be a Bishop, the Standing Committee shall have

power to call Special Conventions for the purpose of proceedings relative to his impeachment, and shall do so upon a similar requisition by the Clergy or Laity.

ARTICLE X
Organization of Missionary Congregations

Section 1. Any ten or more confirmed communicants in good standing of sixteen years of age or older may organize themselves into a Mission, and be received into union with the Convention, by taking such steps as may provided for by Canon.

Section 2. The Bishop of the Diocese may, with the written consent of the Rector of any Parish (a copy of which shall be filed with the Historiographer of the Diocese), establish, within the limits of such Parish, Missionary Congregations, whose Ministers shall be independent of the Rector and responsible to the Ecclesiastical Authority only; provided, that with the advice and consent of the Standing Committee, the Bishop shall have power to establish such independent Missionary Congregations without the consent of the Rector.

ARTICLE XI
Authority of Rectors

Section 1. Any Presbyter regularly called to the charge of a Parish and entering thereupon shall, during the time of such charge, be held to be the Rector of said Parish.

Section 2. The Rector is recognized as having, by virtue of his office, the exclusive regulation, under his Canonical superiors, of all spiritual concerns of the Parish; as being entitled at all times to have access to the Church building and to open the same for services or instruction of this Church as he may deem proper; to call meetings of the Vestry of congregation, when present to preside at the same, and in case of a tie to give the deciding vote.

ARTICLE XII
Canons for Trial of Clergymen

The Convention shall pass Canons for the trial of Clergymen.

ARTICLE XIII
Rule of Voting for Election of a Bishop, Bishop Coadjutor, or Bishop Suffragan

In the election of a Bishop, or Bishop Coadjutor, or a Bishop Suffragan, the Convention shall vote by ballot and by Orders and Parishes, as described in Article VII, Section 1, and the concurrence of a majority of all the clergy entitled to seats in the Convention and a majority of the lay delegates voting by parishes (churches) shall be necessary to an election. All clergymen who have been retired on account of age or disability and all non-parochial clergy are entitled to a seat and, if otherwise entitled thereto, to a vote in the Diocesan Convention, but their absence at any Convention shall not be counted in determining a constitutional majority.

ARTICLE XIV

Qualifications for Voting in Parochial and Mission Elections: Definitions

Section 1. In all Parochial and Mission elections, those entitled to vote therein shall meet the following qualifications:

(a) Be a person who has received the Sacrament of Holy Baptism with water in the Name of the Father, and of the Son, and of the Holy Spirit, whether in the Episcopal Church or in another Christian Church, and whose Baptism has been duly recorded in the Episcopal Church; and

(b) Be sixteen years of age or older; and

(c) Have received Holy Communion in this Church at least three times during the preceding year; and

(d) Have been faithful in working, praying, and giving for the spread of the Kingdom of God; and

(e) Have been enrolled as a member of the Parish or Mission by Letter of Transfer, Certificate of Membership, or other canonical measure; and

(f) Shall have subscribed to the following declaration:

I do hereby consent to be governed by the Constitution and Canons of the Church, as set forth in and by the General Convention of the Episcopal Church, and by the Constitution and Canons of the Diocese of East Carolina.

Section 2. Wherever the words "communicant" or "communicant in good standing" appear in this Constitution or in the Canons of the Diocese, such word is defined as set forth in Section 1 of this Article XIV. Whenever the words "confirmed communicant" or "confirmed communicant in good standing" appear in this Constitution or in the Canons of the Diocese, those words shall be defined as set forth in Section 1 of this Article XIV, with the additional requirement that the person so defined shall have been confirmed by a Bishop of this Church or a Bishop of a Church in communion with this Church, or shall have been received by a Bishop of this Church.

ARTICLE XV

Method of Amending Canons

No new Canon shall be passed, nor shall any existing Canon be amended, upon the day upon which said new Canon or amendment may be proposed, without unanimous consent. Nor, without a similar consent shall the question upon the passage of such Canon or amendment be finally put without previous reference to a committee.

ARTICLE XVI

Method of Amending the Constitution

Any proposition to alter this Constitution shall be made in writing, and if approved by a majority of the Convention, shall be submitted to the next Convention; and if then approved by a majority of each of the two Orders present, voting by Orders and Parishes as described in Article VII, it shall become a part of this Constitution.

ARTICLE XVII

When Amendments Become Effective

All Constitutional amendments shall take effect from and after the adjournment of the Convention at which they shall have been ratified, unless it shall be otherwise ordered by a vote by Orders.

CANONS of the DIOCESE OF EAST CAROLINA

TITLE I. Convention of the Diocese; Diocesan Officers and Representatives.

CANON 1
Members of Convention

Section 1. *Clergy.* It shall be the duty of the Secretary, before the opening of the Annual Convention to apply to the Ecclesiastical Authority for a correct list of the Clergy entitled to seats. Such list shall be prima facie evidence of said title, and from it the Secretary shall prepare the roll for the purpose of organization.

Section 2. *Laity.* The Clerk of the Vestry of each Parish and the Clerk of each Mission electing Lay Delegates to the Convention shall furnish three certificates of said election. One shall be handed to the Delegates elect, one shall be forwarded to the Secretary of the Convention, and one to the Convention Registrar, the latter two to be mailed at least six weeks before the time appointed for the opening session of the Convention. From these certificates the Secretary shall prepare a list of Lay delegates to ascertain the presense of a quorum, and shall insert no name upon the list without evidence of one of said certificates, unless specifically directed by the Convention. Defective or doubtful certificates shall be laid aside to be acted upon after the Convention shall have been organized.

Section 3. *Ex-Officio Members.* The Trustees of the Diocese, the members of the Standing Committee, the members of the Executive Council, the Directors of the Episcopal Foundation of the Diocese of East Carolina, Incorporated, the members of committees and commissions elected by the Convention, the Secretary, Treasurer, Chancellor, and Historiographer shall be ex-officio members of the Convention, but without the right to vote unless otherwise entitled to vote in the Convention by reason of status other than that enumerated in this section.

Section 4. The following committees shall be included in the committees of the Convention:

(a) The Committee on Canons shall consist of three members of the clergy and three lay persons, appointed by the Bishop at the annual Convention.

(b) The Committee on Relations to and Communications from the General Convention shall consist of the elected clerical and lay deputies to the General Convention and such other persons, not exceeding four, as may be appointed by the Bishop at the annual Convention; the clerical deputy elected by the largest number of votes shall chair the committee.

(c) The Diocesan Convention Committee shall consist of three members of the clergy and four lay persons, appointed by the Bishop. The Secretary of the Convention and the Chairman of the Liturgical Commission shall be ex-officio members of the committee. The committee shall make recommendations with regard to the dates and places of annual and special Conventions, shall make proper arrangements for each meeting, shall set registration fees and other charges, shall prepare and submit annually to the Finance Department a budget for expenses of the Convention and for publication of the Diocesan Journal, shall keep records of receipts, disbursements and proceedings, and shall perform

such other duties as may be assigned by the Convention or by the Bishop.

(d) The Committee on the Bishop's Address shall consist of two members of the clergy and three lay persons, appointed by the Bishop. The committee shall consider the Bishop's Annual Address and shall report to the Convention as the committee deems appropriate.

Section 5. *Expenses of Delegates*. Each clerical and lay delegate to an annual or special Diocesan Convention, actually attending the same, shall be entitled to have the necessary expenses incurred by such attendance paid by the parish or mission which he or she represents; provided, that the amount in each case shall not exceed such limits as may be fixed by the vestry of such parish or mission.

CANON 2
Worship at Convention

The Holy Eucharist shall be celebrated on the first day of each annual or special convention of the Diocese, and any other services of worship may be held at the discretion of the Ecclesiastical Authority.

CANON 3
Rules of Order

The Convention shall adopt rules of order, which shall continue in force until altered, and in the absence of such action, its proceedings shall be governed by the latest edition of "Robert's Rules of Order, Revised Edition."

CANON 4
Secretary

Section 1. The Secretary shall issue notices of all meetings of the Convention under direction of the Ecclesiastical Authority; shall prepare the Canonical list of the Clergy and Lay Delegates entitled to seats therein; in the Absence of both the Bishop and the President of the Standing Committee, shall call the Convention to order for the purpose of organization; shall keep a record of its proceedings, under its direction, in a suitable book to be kept for that purpose; and shall be admitted to a seat in the Convention and to participation in its deliberations, without the right of voting, unless otherwise entitled to vote in the Convention by reason other than holding the office of Secretary.

Section 2. The Secretary shall prepare and issue the Journals as may from time to time be directed by the Convention, and shall preserve thirty copies of the same for the use of the members of the next succeeding Convention, together with such other papers in his or her keeping as may be required for reference. The Secretary shall also prepare a complete list of the parishes and missions entitled to representation and shall publish such list in the Journal.

Section 3. The Secretary is hereby authorized upon voucher approved by the Chair, or other designated member of the Department of Administration to draw upon the Treasurer for the amount of expenses necessarily incurred from time to time, in discharging the duties prescribed by this Canon.

Section 4. The Secretary of each Parish or Mission is directed to transmit to the Secretary of the Diocese, as soon as practical after the election of delegates to each annual Convention of the Diocese, a list showing the names of the delegates and alternates to said Convention from his or her Parish or Mission.

CANON 5
Treasurer

Section 1. The Treasurer shall have custody of all funds, monies and securities belonging to the Diocese, except trust funds vested in the Trustees of the Diocese and trust funds held by the Episcopal Foundation of the Diocese of East Carolina, Incorporated. For purposes of the preceding sentence trust funds vested in the Trustees of the Diocese shall include funds, monies and securities (and reinvestments thereof) given or bequeathed to the Diocese or the Trustees, or transferred to the Trustees, (a) in trust on specific terms stated in an agreement or will, or (b) with restrictions or designations as to use of principal or income and under conditions which require holding the funds, monies and securities for longer than twelve months. The Treasurer under direction of the Convention, shall receive, manage, invest, disburse and transfer the funds, monies and securities in his or her custody, and shall keep and return an account thereof to the Executive Council for incorporation in its report to the Convention, a reasonable time prior to each annual meeting of the Convention. Said report shall include a complete list of all securities belonging to the Diocese (other than securities vested in the Trustees of the Diocese). The Treasurer shall give bond for the faithful discharge of duties of the office in such sum as the Executive Council shall from time to time designate, such bond to be approved by and deposited with the Trustees of the Diocese. The Treasurer shall be admitted to a seat in the Convention and to participation in its deliberations, without the right of voting, unless otherwise entitled to vote in the Convention by reason other than holding the office of Treasurer.

Section 2. The Treasurer is authorized, with the approval of the Executive Council, to transfer funds and monies belonging to the Diocese to The Episcopal Foundation of The Diocese of East Carolina, Incorporated, to be held temporarily or for a specified or indefinite time, to be managed and invested by the Foundation and to be returned to the Treasurer in accordance with his instructions.

CANON 6
Chancellor

Section 1. The Chancellor, who shall be a member of the legal profession, and a communicant of the Church in this Diocese, shall be elected upon nomination by the Bishop. The Chancellor shall be the legal advisor of the Bishop, of the Standing Committee, of the Executive Council and of the Trustees of the Diocese and counsel in all suits of law that may arise in the administration of the affairs of the Diocese, and shall be admitted to a seat in the Convention and to participation in its deliberations, without the right of voting, unless otherwise entitled to vote in the Convention by reason other than holding the office of Chancellor.

Section 2. If the Chancellor dies, resigns or becomes incapacitated, a successor shall be appointed by the Bishop to serve until the next Annual Convention.

CANON 7
Historiographer

Section 1. The duty of the Historiographer shall be to receive and safely keep all books, documents and manuscripts belonging to the Diocese not required to be kept by any other persons or officer; to collect and preserve such materials as can be obtained relative to the history of the Diocese and of particular Parishes; and to catalogue and classify all books, documents and papers, so as to make their contents accessible for reference.

Section 2. The Historiographer shall annually report in writing to the Convention, showing with such detail as may be expedient, the condition of the materials in the possession of the Diocese, and the additions made to them from time to time, with such suggestions as may be proper. The Historiographer shall be admitted to a seat in the Convention, and to participation in its deliberations without the right of voting, unless otherwise entitled to vote in the Convention by reason other than holding the office of Historiographer.

CANON 8
The Executive Council

Section 1. The Executive Council, as hereinafter constituted, shall administer and carry on the missionary, educational and social work of the Church in this Diocese, of which work the Bishop shall be the executive head.

Section 2. The Executive Council shall exercise all the powers of the Diocesan Convention between the meetings thereof, in connection with the unification, development and prosecution of the work of missions, church extension, religious education, Christian social service and the Church Pension Fund and all Diocesan Institutions; for the performance of such work as may be committed to it by the Diocesan Convention, and for the initiation and development of such new work between said meetings as it may deem necessary, subject however, to the provisions of the Constitution and Canons, and other directions of the Diocesan Convention.

Section 3. The Executive Council shall be composed of the following members:

(a) the Bishop, and the Bishop Coadjutor or the Bishop Suffragan, if there be either;

(b) the President of the Standing Committee, the Secretary, the Treasurer, and the Chancellor, all of whom shall be ex officio members, with voice but no right of voting;

(c) twenty-six members, nominated and elected as follows:

(i) six "at large" members, three of whom shall be clergy and three of whom shall be lay persons who are confirmed communicants in good standing of any congregation in the diocese and are 16 years of age or older, nominated by any delegate to Convention under such guidelines as may be published by the Secretary from time to time and elected by Convention as set forth herein; and

(ii) twenty members representing the Deaneries of the Diocese, two clergy and two lay persons who are confirmed communicants in good standing from each said Deanery, nominated by the Deanery Council of each Deanery under guidelines published by the Secretary from time to time and elected by Convention annually as set forth herein.

Section 4. The members of the Executive Council shall be elected by vote of Convention for two year terms; provided that at the 1994 annual Convention of the Diocese, one half of the lay members and one half of the clergy members shall be elected to one year terms, such members to be designated at the time of their nomination as candidates to a one year term of office. A member who has served two consecutive years on the Executive Council shall not be eligible for re-election, or for appointment to fill a vacancy, until one year after the expiration of his or her term. The Executive Council shall have power to fill any vacancy in the Council that may occur through death or resignation of any member, provided that the person elected to fill an unexpired term shall meet the classifications for membership of the person whose vacancy is being filled. Appointments to fill any such vacancy shall expire at the close of the next annual Convention following appointment. Any person appointed to fill a vacancy who is eligible for election but is not elected to the Executive Council at the next following Annual Convention may not be appointed to fill any subsequent vacancy for a period of one year following such Convention.

Section 5. The Bishop shall chair the Executive Council. The Council may elect one of its own members, whether clerical or lay, as Vice Chair and prescribe the duties of the office. The Secretary of the Convention shall be the Secretary of the Executive Council.

Section 6. The Executive Council shall provide for a Department of Administration and shall have power, from time to time, to organize such other departments and committees as it may deem necessary or advisable to carry out its responsibilities, and it shall determine the scope of the work of all departments and committees. The standing departments of the Diocese shall be the following, unless changed by the Executive Council: the Department of Communications; the Department of Congregations and Development; the Department of Diocesan Missionary Outreach; the Department of Christian Formation; the Department of Administration; and the Department of Youth and Camps. The Bishop shall appoint the chair and members of each

department or committee of the Diocese. Each department or committee shall make a report, at least annually, to the Bishop and the Executive Council. The Executive Council may enact all necessary by-laws for its own government, and for the government of each department and committee, subject to the provisions of the Canons of the Diocese and any resolutions adopted by the Convention of the Diocese.

Section 7. The Executive Council shall submit to each annual meeting of the Diocesan Convention a report of the work done under its supervision for the preceding year, which report shall include the annual report of the Treasurer. The Executive Council shall also at each annual meeting of the Diocesan Convention submit for its approval and adoption a budget for all the work committed to the Council, including the general work of the Church in the Diocese, and such other work as it has undertaken, or proposed to undertake for the ensuing year. The following, among other items, shall be included in budgeted income: pledges of Parishes and Missions for the support of the Diocese, including pledges from prior years, any budget surplus from the preceding year, and unrestricted income from trust funds, investments, permanent or unappropriated funds and reserves and unrestricted income from The Episcopal Foundation of The Diocese of East Carolina, Incorporated. Provision maybe made in said budget for the necessary and reasonable expenses of the officers and members of the Executive Council. Such budget and estimate shall be considered by the Diocesan Convention and appropriate action taken. The Executive Council shall have power to make or delegate to others the making of all decisions with regard to the acceptance, receipt, use, management, investment, disbursement and transfer of unbudgeted receipts and gifts or bequests of money, securities or property received by the Diocese or any officials or agencies thereof (except gifts or bequests to the Bishop's Discretionary Fund and restricted funds of the Episcopal Foundation of The Diocese of East Carolina, Incorporated), subject, however, to the provisions of any will, agreement, restriction or designation governing such gifts or bequests and subject to action of the Diocesan Convention.

Section 8. The Executive Council shall meet with the Bishop at such stated times as it, with the Bishop's concurrence shall appoint, at least twice a year, and at such other times as the Bishop shall convene it. Fourteen voting members of the Executive Council, including at least seven in the Clerical Order and six in the Lay Order, with the Bishop or Vice-Chair, shall constitute a quorum; the Vice-Chair, if a voting member, shall be counted as a member in determining a quorum. A meeting shall be called by the Bishop, or if there is no Bishop in the Diocese, by the Vice-Chair, at any time upon written request of at least five members of the Executive Council. Ten days' notice of such meeting shall be given by the Secretary.

Section 9. All salaries, other than that of the Bishop, and those fixed by the Diocesan Convention, shall be fixed by the Executive Council.

Section 10. With the exceptions hereinafter noted, all departments, committees, commissions and boards of the Diocese shall be responsible to and shall report annually to the Bishop and Executive Council. The exceptions are: the Standing Committee; the Committee on Canons; the Committee on Relationship to and Communications from the General Convention; the Trustees

of the Diocese; the Committee on Parishes and Missions; the Church Pension Fund Committee; any committee appointed by the Bishop which is directly responsible and to report only to the Bishop; and any committee appointed or elected by Convention or under its authority which is directed to be responsible and report only to the Convention or to report in a manner inconsistent with this Section 10. The Executive Council shall be the sole custodians of all existing committee records and reports.

Section 11. No committee, commission or department shall be created by the Bishop or by the Executive Council or by the Convention of the Diocese without, at the time of its creation, such committee, commission or department being denominated a "standing" committee, commission or department of the Diocese, or if not, there being a fixed period of duration or a specified task to be performed by the committee, commission or department, at the expiration or conclusion of which the committee, commission or department shall cease to exist without further action by the Bishop, the Executive Council or the Convention of the Diocese.

Section 12. The Bishop may appoint members of the clergy and lay persons of the Diocese, not exceeding eighteen in number, as members of a Consulting Committee. Members of the committee shall serve for one year. The may attend meetings of the Executive Council at the invitation of the Bishop and may participate in its deliberations but shall have no right of voting unless otherwise entitled to vote on the Executive Council by reason of status other than that enumerated in this section.

CANON 9
Deputies to General Convention

Section 1. At each annual Convention held in the year preceding the year in which a regular session of the General Convention is held, there shall be elected four Clerical Deputies, who are Presbyters or Deacons canonically resident in the Diocese, and four Lay Deputies to the General Convention, who shall be confirmed communicants in good standing of this Church, having domicile in the Diocese. There shall also be elected four alternate Clerical and four alternate Lay Deputies, subject to the same qualifications as the original Deputies above mentioned. Such election may, if the Convention so decrees by a majority vote, be made upon a majority of the votes cast, or upon a plurality, whereby the four persons receiving the four highest number of votes shall be elected as Deputies, and the four next highest shall be elected as Alternates.

Section 2. The members of the deputation who are elected shall be recorded in the order of their election as indicated by the number of votes cast for each and in the case of the same number of votes having been cast for two or more in either Order, precedence shall be given to the Clerical alternates in the order of official, and to the Lay Alternates in the order of personal, seniority; and the Secretary shall insert the names of the alternates in this order upon the Journal.

Section 3. Deputies elected to the General Convention, finding themselves unable to attend, shall, four weeks at least before the time of meeting, give notice to the Diocesan Secretary, who

shall at once notify the proper alternate.

Section 4. Each Deputy to the General Convention, actually attending the same, shall be entitled to have the necessary expenses incurred by such attendance paid out of the funds of the Diocese; provided, the amount shall not exceed such limit as may from time to time be fixed by the Executive Council.

CANON 10
Delegates to Provincial Synod

The Executive Council shall elect such number of clergy and lay delegates as it deems advisable to attend the Provincial Synod. Such election shall take place at such time as shall be convenient to give timely notice to the Synod of such elections.

CANON 11
Trustees of the University of the South

Section 1. There shall be elected by the Convention at such intervals as are, or may be required by the Constitution or Statutes of the University of the South, one Presbyter or Deacon and two Lay persons, confirmed communicants in good standing resident in this Diocese, as members of the Board of Trustees of that institution on the part of the Diocese.

Section 2. The said members shall annually report to the Convention the condition and progress of the University, with such particulars in regard to the various departments as they may deem necessary to inform the people of the Diocese as to the literary, moral, and spiritual value of the work of that institution and its claim upon them for patronage and support.

Section 3. In case of the death, resignation or disability of any of the Trustees elected on the part of this Diocese, the vacancy may be filled by the Ecclesiastical Authority until an election for that purpose shall be made by a succeeding Convention.

CANON 12
Trustees of the Diocese

Section 1. The Bishop, and when there is no Bishop, the President of the Standing Committee, together with two (2) lay persons to be elected by the Convention, shall constitute the Board of Trustees for the Church in this Diocese. The Trustees under the direction of the Convention, or of the Executive Council between meetings of the Convention, shall receive, hold, manage, invest, disburse and transfer trust funds vested in the Trustees, which trust funds shall include funds, monies, and securities (and reinvestments thereof) given or bequeathed to the Diocese or the Trustees, or transferred to the Trustees, (a) in trust on specific terms stated in an agreement or will, or (b) with restrictions or designations as to the use of principal or income and under conditions that require holding the funds, monies or securities for longer than twelve months. The Trustees shall hold title to real estate vested in them as provided in this Canon. The

provisions of any will or agreement controlling investment, management, use or disbursement of funds and property vested in the Trustees shall be complied with in each instance. The Trustees shall keep the Diocesan House in repair and the grounds in good order and are authorized to provide an allowance for these purposes.

Section 2. The two (2) lay members of the Board of Trustees shall serve a term of two (2) years and may not serve more than two consecutive two-year terms. The terms of these two (2) lay persons shall be staggered so that one will be elected at each Annual Convention. In 1974, the person receiving the highest number of votes shall serve a one year term. Thereafter, persons elected to the Board of Trustees shall serve for two (2) years or until their successors are elected. Persons eligible for election shall be eighteen (18) years of age or older, confirmed communicants in good standing and residents within the Diocese.

Section 3. The Trustees of the Diocese are authorized with the approval of the Executive Council, to transfer trust funds and other investment property of the Diocese, vested in or held by the Trustees, to The Episcopal Foundation of the Diocese of East Carolina, Incorporated, to be held, managed and invested for the benefit of the Diocese, subject in every case to the provisions of any will or agreement controlling investment, management, use or disbursement of said funds and property, and subject to applicable federal and state laws and the constitution and canons of this Diocese and of The Episcopal Church. At any time, on reasonable notice, the Trustees with the approval of the Executive Council may require The Episcopal Foundation of The Diocese of East Carolina, Incorporated, to return and transfer back to the Trustees any trust funds or other investment property transferred to the Foundation pursuant to this section 3.

Section 4.

(a) Whenever the title to real property in any Parish is vested in the Trustees of the Diocese for the benefit of the Parish, the said Trustees shall have the power to convey said property upon the written request of the Vestry of such Parish, if in the opinion of said Trustees it is advisable so to do; but if, in their opinion, it is not advisable to make such conveyance, they shall report the facts to the next Convention.

(b) Whenever title to real property is vested in the Trustees for the benefit of any Mission or organization of the Diocese other than a Parish, the said Trustees shall have the power to convey said property upon written request and approval of the Bishop, or the Ecclesiastical Authority, and upon like request shall have the power to convey the property and reinvest the proceeds in other property, such reinvestment to be held in trust for the benefit of such Mission or organization.

(c) The title to all real estate belonging to the Diocese in its own right is hereby declared to be vested in the Trustees of the Diocese, and the Trustees of the Diocese are hereby authorized to convey said property in fee simple, whenever in their judgment such action is for the best interest of the Diocese, but no such action shall be taken except by unanimous consent of all the Trustees of the Diocese.

Section 5. Any vacancy occurring in this Board by death or otherwise may be filled by the Ecclesiastical Authority.

CANON 13
Diocesan Commission on Ministry

Section 1. There shall be a Diocesan Commission on Ministry, consisting of eight Priests canonically resident in the Diocese, one Vocational Deacon, and four lay persons, communicants of this Church and residents of the Diocese. The members of the Commission shall be elected by the Convention, on nomination by the Bishop, for four-year terms. One Vocational Deacon shall be elected every four years. Two priests and one lay person will be elected annually; provided, that the number elected and the terms may be varied initially to produce such staggered terms. No member who has served on the Commission shall be eligible for re-election, or appointment to fill a vacancy, until one year after the expiration of the member's previous term of office. The Standing Committee shall elect priests, the Vocational Deacon or lay persons, on nomination by the Bishop, to fill any vacancy that may occur on the Commission between annual meetings of the Convention. The chair of the Commission shall be a priest designated annually by the Bishop from the members of the Commission.

Section 2. The Commission shall perform the duties and functions prescribed in Title III, Canon 1, of the General Church Canons, shall conduct and evaluate the examination of persons for Holy Orders, in supporting the development, training, utilization and affirmation of the ministry of the laity in the world, and shall perform such other duties as may be assigned to it by the Bishop.

<u>TITLE II: Deaneries; Parishes and Missions of the Diocese.</u>

CANON 1
Deaneries

Section 1. *Deaneries.* The Diocese shall be divided into five Deaneries, which shall be known as Albemarle, Pamlico, Trinity, Upper Cape Fear and Lower Cape Fear, the territorial boundaries of which shall be fixed from time to time by the Bishop, with the advice and consent of the Executive Council.

Section 2. *Purpose.* The Deaneries are established for the purpose of providing communication and coordination between congregations of the Diocese, between Vestries of the various congregations, and between the congregations of the Deaneries and the Diocesan Departments and staff. The Deaneries shall have the following responsibilities:

(a) To provide an effective means of communication among the Bishop, the Executive Council, the Diocesan Standing Departments, and the congregations of the Diocese;

(b) To provide a regional forum for organizing and conducting programs which will contribute to the enrichment of congregational and diocesan life;

(c) To assist member congregations in all possible ways to insure the maintenance of strong, effective congregations;

(d) To work in conjunction with and under the supervision of the Department of

Congregations and Development to develop and implement on-going programs of congregational growth and development, including but not limited to the formulation of plans and procedures for establishing new congregations and closing existing congregations as the need for such action arises;

(e) To work, in conjunction with the Department of Diocesan Missionary Outreach and the Creative Christian Stewardship Committee, and any other group or organization, to develop and support existing and new parochial, regional or diocesan ministries, and to encourage and facilitate involvement in such work by congregations within the deanery;

(f) To develop, facilitate and promote, in cooperation with the Department of Christian Formation, sound and effective parochial and regional catechesis of those to be baptized, confirmed or received into the Episcopal Church;

(g) To cooperate with Diocesan staff in presenting annually a pre-convention meeting at which all delegates to Diocesan Convention, and congregations through their deanery council representatives shall be given an opportunity to review and become familiar with all issues on the proposed convention agenda, and an opportunity to propose items for inclusion in the final convention agenda.

Section 3. *Deanery Councils.* In each Deanery there shall be a Deanery Council which shall discharge the responsibilities of the Deanery, the members of which shall be:

(a) the parochial clergy working within the Deanery, including Rectors, Interim Priests, Priests-in-Charge, clergy assistants in any parish or mission by whatever title called, and deacons assigned by the Bishop to any parish or mission within the Deanery; provided, that upon any matter for which a vote is required in the transaction of the business of the Deanery Council, there shall be only one clergy vote from each parish or mission of the Deanery, said vote to be cast by the Rector, Priest-in-Charge or Interim Rector of the parish or mission, or by one delegated that authority in writing by the Rector, Priest-in-Charge or Interim Rector; and,

(b) one lay deanery representative from each parish or mission within the Deanery, elected annually by the Vestry of each parish or mission, who shall be a confirmed communicant in good standing of that parish or mission, and who may or may not be a member of the Vestry; provided that in the event the lay deanery representative is not a member of the Vestry of the parish or mission, the representative shall be an ex officio member of the Vestry while holding office, with seat and voice, but no vote, in the transaction of the business of the Vestry; and,

(c) the members of the Executive Council of the Diocese who are members of the parishes and missions of the Deanery who are not otherwise members of the Deanery Council under the provisions of the preceding paragraphs of this Section, which members shall be ex officio members of the Deanery Council, with voice but no right of voting unless entitled to vote by virtue of membership under the preceding paragraphs of this section.

Section 4. *Deanery Officers.* The Bishop shall annually appoint a Dean for each Deanery from among the members of the Deanery Council, who shall convene and preside over the meetings of the Deanery Council, and who shall meet with the other Deans of the Diocese and the Bishop

at least quarterly, at such time and place as the Bishop shall set. In addition to the Dean appointed by the Bishop, the Deanery Council shall elect, at its first meeting each calendar year, such other officers as it deems expedient for the transaction of its business.

Section 5. *Meetings of the Deanery Council.* Each Deanery Council shall meet every other month during the calendar year, beginning in January with the pre-convention meeting which shall be held at a time and place determined by the Dean in consultation with the Bishop. Meetings of the Deanery Council may be held at any place within the Deanery at times established by the Deanery Council and published to each congregation within the Deanery. A special meeting of the Deanery Council may be called by the Bishop or the Dean or upon the written request to the Dean of seven members of the Deanery Council. At least 7 days notice of any meeting of the Deanery Council shall be given to each congregation within the Deanery.

Section 6. *Attendance at Council Meetings.* It shall be the duty of each Clergy member of the Deanery Council to attend every meeting of the Deanery Council of which he or she is a member. If a Lay member of the Deanery Council fails to attend two consecutive meetings of the Council without reasonable excuse, that member shall be removed from the Deanery Council, and the vacancy thus created shall be filled within thirty days by the Vestry of the congregation represented.

Section 7. *Annual Conference with Bishop.* There shall be, and the Bishop shall provide for, an annual conference of deanery council members from all five deaneries with the Bishop for the purpose of communication and planning. In the event that any member requires assistance in defraying the cost of attendance at this annual meeting with the Bishop, the congregation represented by such member shall provide for reimbursement of such costs.

CANON 2
Congregations of the Diocese

Section 1. *Types of Congregations.* There shall be two types of congregations recognized in the Diocese: parishes and missions. There shall be no distinction between parishes and missions of the Diocese with regard to representation and voting rights in conventions of the diocese, which rights shall be determined in conformity with Article IV of the Constitution of the Diocese, or representation and voting rights in the Deaneries of the Diocese, which rights shall be determined in conformity with Title II, Canon 1, of the Canons of the Diocese.

Section 2. *Boundaries of Congregations.* Congregational boundaries shall coincide with the fixed civil political boundaries, as fixed by the laws of the state of North Carolina, of towns, cities, or counties. The boundaries of any parish or mission of the Diocese shall be the largest such political subdivision of the State of North Carolina in which there exists only one congregation of the Diocese. In the event that more than one congregation is located within the corporate boundaries of a town or city, the boundaries of each of the congregations so located shall be the corporate limits of such town or city, and the parochial cures of each such congregation shall be the same.

Section 3. *Missions.* An organized mission of the Diocese is a congregation of ten or more confirmed communicants in good standing of the Episcopal Church, 16 years of age or older, together with such other persons who desire to be members thereof, which has not been admitted into union with convention as a parish, and which has been recognized and accepted as a mission of the Diocese in accordance with this Canon. A mission may be formed by any of the following methods:

(a) by voluntary association of confirmed communicants of the Episcopal Church in accordance with Section 4 of this Canon;

(b) by extension of any existing parish into a mission congregation with the consent of the Bishop and under the supervision of the Department of Congregations and Development; or

(c) by establishment of a mission by the Bishop with the advice and consent of the Executive Council of the Diocese under plans formulated by the Department of Congregations and Development.

Section 4. *Admission of Organized Missions.* A congregation as described in Section 2 of this Canon shall be admitted into union with convention and recognized as an organized mission of the Diocese upon vote of convention after certification by the Department of Congregations and Development, in consultation with the Deanery Council of the relevant Deanery of the Diocese, that the following requirements and conditions have been met:

(a) Consent of the Bishop to the organization of the congregation;

(b) Consent of the Rector or other clergy in charge of any congregation within the boundaries of which the petitioning congregation intends to locate its primary place of worship;

(c) Adoption, with the consent of the Bishop, of a name by which the congregation shall be known;

(d) Election of a Vestry in accordance with the Canons of the Diocese;

(e) Provision, both financial and otherwise, of a schedule and place of at least weekly worship, with provision for the celebration of Holy Eucharist at least one Sunday of each month;

(f) Adoption of a plan of development and mission which has been approved by the Department of Congregations and Development under such guidelines as the Department may adopt from time to time, with provision for adequate congregational financial support and a commitment to the mission, program and financial support of the Diocese;

(g) Adoption of the following statement by at least ten confirmed communicants in good standing, sixteen years of age or older, who are members of the proposed mission, signified by their signatures upon a copy of said statement, submitted to the Bishop prior to the consideration of convention of the request for admission:

"We, the undersigned, being confirmed communicants of the Episcopal Church, and being at least sixteen years of age, having formed ourselves into a congregation known as _____, at _____, North Carolina, do hereby certify that all requirements and conditions for admission to union with the Convention of the Diocese of East Carolina as contained in the Constitution and

Canons of the Diocese have been met. We further certify that we hereby consent to be governed by the Constitution and Canons of the Episcopal Church, as established by its General Convention, and by the Constitution and Canons of the Diocese of East Carolina, and we recognize the Bishop of East Carolina as the Ecclesiastical Authority of the Diocese, and as chief pastor and spiritual and ecclesiastical authority of the congregations of the Diocese. We hereby request recognition as an organized mission of the Diocese and admission into union with the convention thereof.

In witness whereof, we have hereunto signed our names, this the ____ day of _____, 19__."

(h) Establishment of a relationship with a priest selected by the Bishop with the consent of the Vestry, with provision for worship services and pastoral care for the congregation under terms and conditions approved by the Bishop.

Upon an affirmative vote of convention to any such petition, the mission thus admitted shall immediately be seated in the convention of the diocese, with full voice and vote, in accordance with the Constitution and Canons of the Diocese, and shall thereafter comply fully with all the requirements of said Constitution and Canons, and of the Constitution and Canons of the General Convention of the Episcopal Church and be known as an organized mission of the Diocese of East Carolina.

Section 5. *Parishes.* A recognized congregation of the Diocese of East Carolina with at least twenty-five confirmed communicants in good standing, 16 years of age or older, and in the case of a new parish, which has existed as an organized mission of the diocese for at least one year, and which has been admitted to union with the Convention of the Diocese as such, shall be recognized as a parish. A mission of the Diocese shall be admitted to status as a parish by vote of convention after certification by the Department of Congregations and Development that the following requirements and conditions have been met:

(a) Existence as an organized mission of the Diocese for a period of at least one year;

(b) Maintenance of a regular place of worship;

(c) Establishment of a relationship with a Rector under the Canons of the Diocese who is compensated in accordance with guidelines established by the Clergy Salary Study Commission of the Department of Administration;

(d) Full participation in the life of the Deanery in which it is located and in the life, mission and ministry of the Diocese of East Carolina.

CANON 3
Vestries; Parish Meetings

Section 1. *Parish Meetings.*

(a) **Annual Meeting.** An annual meeting of the members qualified to vote in a parish shall be held on the first Monday in Advent unless the Vestry of the Parish designates some other date for the required annual meeting.

(b) **Other Parish Meetings.** Upon the call of the Vestry, a meeting of the members qualified to vote in a parish may be held at any time, provided that notice of at least one week has been given.

(c) **Persons Qualified to Vote in Parish Meetings.** An enrolled adult communicant in good standing in this Church may vote when present at any meeting of the parish, in accordance with the provisions of Article XIV of the Constitution of this Diocese.

(d) **By-Laws.** For the orderly conduct of parish meetings, for the adoption of a rotating vestry system as authorized by Section 2 of this canon, and for the election of members of the vestry, by-laws not inconsistent with the Constitution and Canons of the Diocese may be adopted by any parish meeting.

(e) **Voting.** Motions, resolutions, elections, and all other matters presented to a parish meeting for vote shall be decided by a majority of the qualified members present and voting.

Section 2. *Vestries.*

(a) **Size and Composition.** A vestry shall be composed of not fewer than (3) three or more than (12) twelve members of the parish who are confirmed communicants in good standing of the Episcopal Church, and who are not less than sixteen years of age and are regular participants in the public worship of the Church.

(b) **Vestry Plan One.** At each annual parish meeting a vestry shall be elected who shall hold office until the next annual parish meeting or until their successors are duly elected. A parish may include in its rotating system a provision that no retiring member of the vestry shall be eligible for re-election until a period of one year has elapsed following expiration of that person's term on the vestry. In no case, however, may any person serve for a period greater than three years upon any Vestry until a period of at least one year has elapsed between such terms of office.

(c) **Vestry Plan Two.** As an alternative to Vestry Plan One, a parish may adopt a rotating vestry system. At the first election following the adoption of a rotating system, which shall be held at the annual parish meeting, one-third of the members of the vestry are elected to serve one year, one-third for two years, and one-third for three years. Thereafter, at the annual parish meeting, one-third of the vestry shall be elected from among those who have not served on the vestry during the past year, except that those appointed during the past year to fill unexpired terms of one year or less may, under provisions of parish by-laws, be made eligible for election to a full term, and the terms of those so elected shall be for three years. A parish may include in its rotating system a provision that no retiring member of the vestry shall be eligible for re-election until a period of one year has elapsed following expiration of that person's term on the vestry.

(d) **Vestry Plan Three.** As an alternate to Vestry Plans One and Two, a parish may adopt a two-year rotating system, as follows: At the first election after such a system is adopted, one-half of the members of the vestry shall be elected for one year and one-half for two years. Thereafter, at the annual meeting, one-half of the vestry shall be elected from among those who have not served on the vestry during the past year, and the terms of those so elected shall be for two years. Persons appointed during the past year to fill unexpired terms of one year or less under provisions of parish by-laws, may

be made eligible for election for a full term, and the terms of those so elected shall be for two years. Should a parish vote to change to vestry Plan Two from Vestry Plan Three, the change shall be effected by electing for two-year terms those who are to take the place of persons whose terms of office had been three years. A parish may include in its rotating vestry system a provision that no retiring member of the vestry shall be eligible for re-election until a period of one year has elapsed following the expiration of that person's term on the vestry.

(e) **By-Laws.** For the orderly conduct of its meeting and other business, a vestry may adopt by-laws not inconsistent with the Constitution and Canons of the Diocese. A copy of the by-laws and each amendment thereto adopted by each parish, certified by the secretary, shall be filed within 30 days thereafter with the Ecclesiastical Authority of the Diocese for approval. The Ecclesiastical Authority may, with the advice and consent of the Standing Committee, disapprove any by-law which is inconsistent with the Constitution or Canons of the Diocese or of the General Convention of the Protestant Episcopal Church.

Section 3. Each Vestry shall annually elect a Senior and a Junior Warden from among their own number, the former upon nomination of the Rector. If there is no Rector the election shall proceed without such nomination. It shall be the duty of the Wardens especially to provide the Elements for the Eucharist, to keep and disburse the alms in case the parish is destitute of a Minister; also, in such case, to provide for the celebration of public worship and the instruction of the congregation by occasional clerical services or by lay reading as circumstances may admit. In the absence of the Rector or Minister-in-Charge, or if there be none, the Wardens shall preside in all meetings of the Vestry or Congregation in order of their official seniority.

Section 4. The Vestry shall elect a Clerk, whose duty it shall be to take and record the minutes of their proceedings, attest the public acts of the Vestry, preserve all records and papers belonging to the Parish or Mission, perform all such other duties as shall be legally assigned to the office, and faithfully to deliver all books and documents of the Parish or Mission to the succeeding Clerk.

Section 5. The Vestry shall elect a Treasurer whose duty it shall be to receive and disburse all monies collected under the authority of the Vestry, the collection and disbursement of which is not otherwise provided for. The Treasurer shall keep an accurate account of all monies received, and submit an exhibit of the same at least semi-annually, and whenever called upon to do so.

Section 6. The Vestry shall be the Trustees of the Parish or Mission, and shall take charge of the property of the Parish or Mission, regulate its temporal concerns, elect and call a minister and provide for the minister's maintenance; keep order in the Parish or Mission; and in general act as helpers to the minister in whatever is appropriate to the laity for the furtherance of the Gospel.

Section 7. (a) The Rector or Priest-in-Charge of every Parish or Mission shall, ex-officio, preside at meetings of the Vestry or Congregation, and shall be entitled to a vote in case

of a tie, in all questions except those in which he or she may be personally concerned.

(b) The Rector or Priest-in-Charge shall have the power to call Vestry meetings, other than regular, at any time, giving reasonable notice, specifying the business for which the meeting is called, and it shall be the minister's duty to do so whenever requested to call a meeting by three members of the Vestry. Should the Rector or Priest-in-Charge refuse to call a meeting of the Vestry when required to do so, it shall be competent to the Wardens, or any three of the Vestry, as above provided, to call one; provided, that the Rector shall have due notice of the same.

(c) In the absence of the Rector or Priest-in-Charge, or if the congregation is without one, the Senior Warden, or any two members of the Vestry, shall have power to call special Vestry meetings, subject to the above provisions.

Section 8. Regular meetings of the Vestry shall be held as the Vestry and Rector or Priest-in-Charge may determine, but there shall be no less than four meetings of the Vestry each year.

Section 9. Vacancies in the Vestry, caused by death, resignation or otherwise, may be filled by the remaining members for the unexpired portion of such term.

Section 10. Every person chosen as a member of a Vestry of the Diocese shall qualify by subscribing to the following declaration and promise: "I do believe the Holy Scriptures of the Old and New Testaments to be the Word of God, and to contain all things necessary to salvation; and I do yield my hearty assent and approbation to the doctrines, worship and discipline of the Protestant Episcopal Church in these United States; and I promise that I will faithfully execute the office of member of the Vestry of _____ Parish (or Mission) in _____ County (or City), according to the best of my knowledge and skill." No person shall act or vote as a member of a Vestry until having subscribed to this declaration and promise.

CANON 4
Annual Meeting of the Congregation

The Rector, Priest-in-Charge, or Interim Rector, or in case of a vacancy, the Wardens shall call a meeting of the Congregation at such time after the adjournment of any Convention of the Diocese as shall seem expedient, at which meeting reports shall be made by the Rector, the Superintendent of the Sunday School, a representative of the Episcopal Church Women, and of any other Parish organization. After these reports the meeting may be opened for discussion of matters of interest to the congregation.

CANON 5
Duties of the Members of the Church

Section 1. The members of this Church shall conform to its teachings and to the Creed upon which it is founded, and shall as far as in them lies, live in the exercise of those Christian principles and duties prescribed in the Holy Scriptures and illustrated in the Book of Common

Prayer, and shall further instruct their families and those dependent on them in like duties and principles both by example and precept. They shall use all sober and godly conversation, shall daily exercise family worship, be charitable in act and works, and shall celebrate and keep holy the Lord's Day, giving all due attention to the Services of the Church and to public worship.

Section 2. It is expected that all adult members of this Church, after appropriate instruction, will have made a mature public affirmation of their faith and commitment to the responsibilities of their Baptism, and will have been confirmed or received by a Bishop of this Church or by a Bishop of a Church in communion with this Church.

CANON 6
Dissolution and Suspension of Parishes and Missions

Section 1. When in the judgment of the Bishop of the Diocese, a parish does not "give promise of such sufficient strength as will enable it to maintain its organization," whether from lack of communicants, or from any other cause, this judgment shall be reported to the Convention, which shall thereupon take such action as may seem good.

Section 2. In the event of the dissolution of any Parish or Mission by the Convention, the real and personal property of the Parish or Mission shall immediately vest in the Trustees of the Diocese, in trust for the dissolved Parish or Mission. The Trustees may dispose of the personal property, and shall retain the proceeds therefrom in trust for the dissolved Parish or Mission. Within six months following any dissolution of a Parish or Mission a study of the potential for mission and ministry on the site of any real property vesting in the Trustees as a result of the dissolution shall be conducted by a committee appointed by the Bishop and a report of that study shall be sent to the Department of Congregations and Development and to the Executive Council. If the Department and the Executive Council determine together that the Parish or Mission should not be reorganized on the site of the existing real property, all property held in trust by the Trustees for the Parish or Mission shall be freed of the trust and thereafter shall be held, administered and disposed of by the Trustees as property of the Diocese in its own right as provided by Title I, Canon 12.

Section 3. Whenever the penalty of exclusion or suspension from Lay representation in the Convention shall be inflicted on a Parish or Mission, as provided in Section 5 of Article IV of the Constitution, the sentence shall specify on what terms or at what time said penalty shall cease.

CANON 7
Archdeacons

Section 1. The Bishop shall have the power, with the consent of the Convention, to appoint one or more Archdeacons, who shall be Presbyters canonically resident in the Diocese, and who shall, if practicable, be detached from any Parochial Cure.

Section 2. The authority and the duties of an Archdeacon shall be such as are committed to him or her in writing by the Bishop. The Archdeacon shall be amenable to the Bishop in all acts and appointments, and shall make such reports as the Bishop may require.

TITLE III. Bishops, Priests and Deacons.

CANON 1
The Election of a Bishop, Bishop Coadjutor or Bishop Suffragan

Section 1. The vote shall be taken by ballot and by Orders and Parishes, in accordance with Article XIII of the Constitution.

Section 2. Nominations shall be made in open Convention in joint session of Clerical and Lay Delegates, and may be made by any person entitled to vote in the Convention.

Section 3. When the nominations have been closed, the Secretary shall call the roll of the Clergy, and as the name of each member of the Clergy is called the member's ballot shall be deposited with the Tellers. The roll of the parishes and missions shall then be called by the Secretary, and as each is called it shall deposit its ballot with the Tellers. The Tellers shall count the vote of each Order separately and report the results to the Chair who shall announce the same. If the same person shall receive the necessary votes of both Orders on the same ballot, that person shall be declared duly elected. If no person is elected, the delegates may continue to vote as above ordered until an election is made.

Section 4. By consent of the Convention, Clergy and Laity may separate for deliberation, to re-assemble in joint session at a specified time, and by like consent may proceed jointly to further nominations; after which the balloting shall be resumed in accordance with the provisions of Section 3 of this Canon.

CANON 2
Salary of the Bishop

The salary of the Bishop of the Diocese for each calendar year shall be recommended by the Executive Council and included in the budget submitted by it to the Annual Convention; and the salary as fixed in the budget adopted by the Convention shall be paid to the Bishop for the calendar year for which the budget is adopted. The salary as above determined shall include all income received from the Bishop Watson Fund for the support of the Episcopate. The salary shall be paid in twelve equal monthly installments, the first installment to be paid on January 31st of said calendar year and a like amount on the last day of each month in said calendar year.

CANON 3
Call of a Minister; Clergy Assistants

Section 1.

(a) When there is no Rector in a Parish of the Diocese, the Vestry shall have power to call a Minister in accordance with Episcopal Church and Diocesan Constitutions and Canons. The Vestry of a parish calling a Minister shall offer a salary and allowances not less than the then existing minimums for members of the clergy recommended by the Clergy Salary Study Commission of the Department of Administration and adopted by the Diocesan Convention.

(b) When a vacancy occurs in a Mission of the Diocese, the Bishop may, in his or her discretion, appoint a priest-in-charge for a period of not more than two years, under such terms and conditions as the Bishop deems appropriate, after consultation with the Vestry of the Mission. In the event of such appointment, the priest-in-charge may be reappointed for successive terms. In the event that the Bishop determines that the Vestry should call a priest-in-charge, the Vestry shall make such call in accordance with these Canons.

Section 2. When a Parish or Congregation becomes vacant the Church Wardens or other proper officers shall notify the fact to the Bishop. If the authorities of the Parish shall for thirty days have failed to make provision for the services of a priest during the vacancy, it shall be the duty of the Bishop to take such measures as are expedient for the temporary maintenance of Divine Services therein.

Section 3. No election of a Rector shall be had until the name of the member of the Clergy whom it is proposed to elect has been made known to the Bishop, if there be one, and sufficient time, not exceeding thirty days, has been given to the Bishop to communicate with the Vestry therein. If a church is receiving financial assistance from the Diocese, the Bishop's written approval of the Vestry's choice shall be essential to the election of the Minister in charge.

Section 4. Written notice of the election, signed by the Church Wardens, shall be sent to the Ecclesiastical Authority of the Diocese. If the Ecclesiastical Authority be satisfied that the person so chosen is a duly qualified minister who has accepted the office, the notice shall be sent to the Secretary of Convention, who shall record it. Such record shall be sufficient evidence of the relation between the Minister and the Parish.

Section 5. A Minister is settled, for all purposes here and elsewhere mentioned in these Canons, who has been engaged permanently by any parish, according to the rules of the Diocese, or for any term of not less than one year.

Section 6. The Rector or Priest-in-Charge of a parish or mission shall have the authority to select and call an assistant, by whatever title called, with the consent of the Vestry of the parish or mission. Any assistant clergy shall serve under the authority and direction of the Rector or Priest-in-Charge. Before the selection and call of any assistant the name of the Member of the Clergy proposed for selection shall be made known to the Bishop, and sufficient time, not exceeding thirty days, shall be given for the Bishop to communicate with the Rector or Priest-in-Charge and Vestry on the selection. Any assistant selected shall serve at the discretion of the Rector or Priest-in-Charge but may not serve beyond the period of service of the Rector or

Priest-in-Charge except that, pending the call of a Rector, Priest-in-Charge, or full-time Interim Priest, the assistant may continue in the service of the parish if requested to do so by the Vestry, and under such terms and conditions as the Bishop shall determine in consultation with the Vestry. No assistant may succeed directly to the position of Rector, Priest-in-Charge, or Interim Priest in any parish in which the assistant is currently serving in the event of the removal, resignation or death of the Rector or Priest-in-Charge.

Section 7. When a parish is vacant, or when a mission is vacant and the Bishop has authorized the Vestry to call a priest-in-charge, a priest may be called as Interim Rector with the consent of the Bishop with all rights and responsibilities attaching to that office except tenure. The Interim Rector shall serve in accordance with the terms and conditions of a written letter of agreement mutually agreeable to the priest, the Vestry and the Bishop. An Interim Rector may or may not be eligible to become the settled Rector or Priest-in-Charge of the congregation, and such eligibility shall be determined in accordance with the wishes of the Bishop prior to entering into an agreement with the proposed Interim Rector and shall be set forth in the letter of agreement adopted by the parties.

CANON 4
Registration, Reports, etc.

Section 1. *Private and Parish Registers.* Each member of the Clergy of this Diocese shall keep a register of all baptisms, confirmations, marriages and funerals performed within his or her parish or cure, specifying the names of the persons in each instance, the parentage and date of birth of those baptized, with the names of their sponsors or witnesses and the time when each rite was performed, which register shall be transcribed at least once each month into a book provided for the purpose by the Vestry of the Parish or Mission.

Section 2. *List of Communicants, etc.* It shall also be the duty of each member of the Clergy to keep a list of the communicants within the Parish or Mission, and, so far as practicable, of the families and adult persons within the same, to remain for the use of the Parish and any successor called by the Parish.

Section 3. *Parochial Reports, etc.* Each member of the Clergy shall report annually to the Bishop, through the Secretary of Convention, not later than February 1st, all official acts performed since the last such report to and including December 31st preceding the Annual Convention, and all information concerning the state of his or her Parish or other Cure, according to the form prescribed by the Executive Council. Each such report shall also include all official acts performed by him or her outside the Parish or Cure.

Section 4. *Reports by Wardens.* In the case of a Parish without a Rector, Priest-in-Charge or Interim Rector, it shall be the duty of the Wardens to make the Parochial Report required by this Canon.

Section 5. *Communicants to be Reported.* In making the above reports, all communicants shall

be included, except those who have been repelled by the proper authority.

Section 6. *Penalties.* Failure to keep records or to file the reports required by this Canon or by General Church Canons shall result in the imposition of those penalties set forth in Article IV of the Constitution of the Diocese.

Section 7. *Transfer of Communicants.* It shall be the duty of the Rector or Minister in Charge of every Parish or Mission, learning of the removal of any communicant of the minister's Parish or Mission to another cure, without having secured a letter of transfer as provided for by General Church Canons Title I, Canon 17, Section 4, paragraph (a), with the consent of said communicant, to transfer the communicant to the new Cure.

Section 8. *Disclosure of Parish Register.* It shall be the duty of the Rector or Minister in Charge of a Parish or Mission to submit for the Bishop's examination at the time of the Bishop's annual visitation the Parish Register. The Bishop shall determine that all entries are properly made, all members accounted for and that the register is properly indexed.

CANON 5
Clergy Liable to Missionary Duty

All members of the Clergy of the diocese receiving aid from its missionary funds or from the General Missionary funds, shall perform such missionary duties within the Diocese as may be prescribed by the Bishop, and the amount of compensation therefore shall be fixed from time to time by the Executive Council.

CANON 6
Dissolution of the Relationship between Congregation and Priest

Section 1. Except under mandatory resignation by reason of age, a Rector may not resign as Rector of a congregation without the consent of its Vestry, nor may any Rector canonically or lawfully elected and in charge of a congregation be removed therefrom by the Vestry against the Rector's will, except as provided in this Canon.

Section 2. If for any urgent reason a Rector or Vestry desires a dissolution of the pastoral relationship between the priest and the congregation, and the parties cannot agree, either the priest or the Vestry, but no other person or group, may give notice in writing to the Ecclesiastical Authority of the Diocese. Whenever the Standing Committee is the Ecclesiastical Authority of the Diocese, it shall request the Bishop of another Diocese to perform the duties of Bishop under this Canon.

Section 3. Within sixty days of receipt of the written notice the Bishop as chief pastor of the Diocese shall mediate the differences between Rector and Vestry in every informal way which the Bishop deems proper, including the appointment of a consultant to confer in the matter, and

may appoint a committee of at least one priest and one lay person, none of whom may be members of the congregation involved, to make a report to the Bishop.

Section 4. If differences between the parties are not resolved after completion of the mediation, the Bishop shall proceed as follows:

(a) The Bishop shall give written notice to the Rector and the Vestry that a godly judgment will be rendered in the matter after consultation with the Standing Committee and that either party has the right within ten days to request in writing an opportunity to confer with the Standing Committee before it consults with the Bishop.

(b) If a timely request is made, the President of the Standing Committee shall set a date for a conference, which will be held within thirty days.

(c) At the conference, each party shall be entitled to representation and to present its position fully.

(d) Within thirty days after the conference or after the Bishop's notice if no conference is requested, the Bishop shall confer with and receive the counsel of the Standing Committee, which shall not be binding upon the Bishop and which the Bishop shall consider along with such other information as the Bishop deems proper; thereafter, the Bishop, as final arbiter and judge, shall render a godly judgment.

(e) Upon the request of either party the Bishop shall explain the reasons for the judgment. If the explanation is in writing, copies shall be delivered to both parties.

(f) If the pastoral relation is to be continued, the Bishop shall require the parties to agree on definitions of responsibility and accountability for the Rector and the Vestry.

(g) If the relation is to be dissolved:

(1) The Bishop shall direct the Secretary of Convention to record the dissolution.

(2) The judgment shall include such terms and conditions including financial settlements as shall seem to the Bishop just and compassionate.

Section 5. In either event the Bishop shall offer appropriate supportive services to the Priest and the congregation.

Section 6. In the event of the failure or refusal of either party to comply with the terms of the judgment, the Bishop may impose such penalties as are consonant with the Constitution and Canons of the General Convention of the Episcopal Church, and of the Diocese of East Carolina, including the following:

(a) In the case of a priest, suspend the priest from the exercise of the priestly office until the priest shall comply with the judgment.

(b) In the case of the Vestry, invoke any available sanctions including those set forth in Article IV of the Constitution of the Diocese until it has complied with the judgment.

Section 7. For cause, the Bishop may extend the time periods specified in this Canon, provided that all be done to expedite these proceedings. All parties shall be notified in writing of the length of any extension.

Section 8.

(a) Statements made during the course of proceedings under this Canon are not discoverable nor admissible in any proceedings under Title IV of the Canons of the Episcopal Church, or under Title III, Canon 7 of the Canons of this Diocese, provided that this does not require the exclusion of evidence in any proceeding under the Canons which is otherwise discoverable or admissible.

(b) In the course of proceedings under this Canon, if a charge is made by the Vestry against the Rector that could give rise to a disciplinary proceeding under Title IV of the Canons of the Episcopal Church or Title III, Canon 7 of this Diocese, all proceedings under this Canon shall be suspended until the charge has been resolved or withdrawn.

CANON 7
Trial of Members of the Clergy

Section 1. *The Presentment.* Any member of the Clergy shall be liable to presentment and trial for false doctrine, immorality, disorderly conduct, violation of the rubrics of the Book of Common Prayer, of the Constitutions or Canons of the Episcopal Church, or of the Constitution or Canons of the Church in this Diocese.

Such presentment shall be made by Vestry of the Parish or Mission of which said member of the Clergy has charge or in which said member of the Clergy is resident or by at least three communicants of the Diocese, of full age, or by two or more Presbyters who shall have been canonically resident therein for one year.

No presentment shall be made in any case of any offense alleged to have been committed more than five years before the date of the presentment, provided, that if the accused be convicted of the alleged offense in a civil court, presentment may still be made within one year after said conviction.

Said presentment shall be made to the Bishop in writing, with the names of the presenters subscribed, and shall distinctly declare, with all reasonable specifications of time and circumstances, the nature of the offense or offenses with which said member of the Clergy may be charged.

Section 2. *Public Rumor.* Although no such presentment is made, if public rumor charges any member of the Clergy with the commission of any of the offenses above enumerated, the Bishop may appoint two or more Presbyters to investigate the truth of such rumor, and if such investigation proves adverse to the member of the Clergy so charged, said Presbyters shall make presentment as above, according to the forms and regulations there provided. The presenters shall, in all cases, assume the responsibility of conducting the prosecution.

Section 3. *Service of Presentment - Constitution of Court.* Should the Bishop be of the opinion, from the nature of the charge or charges made, that the presentment contains sufficient grounds for proceeding to trial, the Bishop shall cause a copy of the presentment to be forthwith sent to the accused. The Bishop shall then give notice to the Standing Committee, who thereupon shall elect seven Presbyters, actually and canonically resident in the Diocese, from whom the President of the Standing Committee shall, in writing, call upon the accused to elect three. In case the accused refuses or neglects to make such election within ten days after the notice as

aforesaid, the Standing Committee shall make the election.

The three Presbyters so elected shall constitute a court for the trial of the accused, and shall have all powers necessary for the due conducting of said trial.

Section 4. *Lay Assessors.* The Bishop shall appoint a member of the legal profession who shall be a communicant of the Church as Assessor to the Court, to advise the Court, if requested, upon all questions of law which may arise during the trial.

Section 5. *Time and Place of Trial and Notice Thereof.* The Bishop shall appoint a time and place of trial, and shall give notice thereof to the members of the Court, the Assessor, the Presenters, and the Accused, at which time and place the witnesses shall also be notified to attend.

Section 6. *Assembling of Court and Record of Proceedings.* The Court shall assemble at the time and place appointed, and shall proceed to examine fully the charges, and shall keep an accurate record of all their proceedings and of the evidence.

Section 7. *Nature of Evidence and How Given.* No charge shall be considered as established unless proven by two witnesses, or by one witness and corroborating circumstances.

Testimony may be given orally before the Court or in writing, upon interrogatories and cross interrogatories, to be previously filed with the Secretary or Registrar of the Court. Any one or more of the witnesses may be examined on oath or affirmation on the requisition of either party.

Section 8. *Decision of the Court and the Sentence.* A unanimous vote of the members of the Court on one or more of the charges shall be necessary to the conviction of the accused, and if their decision is adverse to the accused, they shall proceed to determine the kind and degree of punishment commensurate, in their opinion, with the offense or offenses committed. They shall transmit to the Bishop, under their hand, a record of their proceedings. The judgment of the Bishop on such decisions shall be final; except that the Bishop shall have no power to increase the punishment recommended by the Court.

Section 9. *Effect of Sentence.* Suspension, or any heavier sentence, shall ipso facto sever the connection of the member of the Clergy with any parish or mission in which the member of the Clergy is serving.

Section 10. *The Record to be Filed.* The record provided for in the sixth section of this canon, together with the Bishop's sentence endorsed, shall be preserved among the papers of the Diocese.

Section 11. *Notices.* For the purpose of any notice provided for by this Canon, it shall be sufficient to serve it either personally or by leaving a copy at the last place of residence of the accused.

Section 12. *Confession of an Offense.* When a member of the Clergy shall make confession to the Bishop of the commission of any of the offenses enumerated in the first section of this Canon, the Bishop shall proceed to inflict such ecclesiastical censure or punishment upon the member of the Clergy so confessing as the Bishop shall think right.

Section 13. *Renunciation of False Doctrine.* In the case of any accusation of false doctrine, a renunciation of the same, to the satisfaction of the Bishop, shall stay all further proceedings.

TITLE IV. Church Institutions.

CANON 1
The Episcopal Foundation of The Diocese of East Carolina, Incorporated

Section 1. The Episcopal Foundation of The Diocese of East Carolina, Incorporated, herein called the Foundation, is a diocesan corporation created under the laws of the State of North Carolina for the purpose of holding, managing and investing property of the Diocese of East Carolina, either temporarily, for a specified or indefinite period of time, or permanently, and for the purpose of providing (1) funds, the income from which is to be used for the promotion of new work in the Diocese of East Carolina and for the development of the religious, educational and charitable work of the Protestant Episcopal Church in the Diocese of East Carolina, (2) funds to be used for making loans to parishes, missions, diocesan institutions and church organizations for capital improvements, and (3) funds for capital grants to parishes, missions, diocesan institutions and church organizations for capital improvements.

Section 2. The Foundation is authorized to receive gifts, devises and bequests of real and personal property from individuals, contributions or donations from churches, corporations and organizations, transfers of funds from the Treasurer of the Diocese pursuant to Title I, Canon 5, and transfers of property from the Trustees of the Diocese pursuant to Title I, Canon 12, Section 3. Money or property given by donors to the Foundation without restrictions on disposition or use may be placed in an income fund, a loan fund, a capital grant fund or an unrestricted fund in the discretion of the Board of Directors of the Foundation. Gifts will be accepted subject to restrictions by donors that only income from gifts may be spent, that the principal may be used only for revolving loans or for capital grants, or that the gifts or the income therefrom may be used only for designated purposes in or for the benefit of the Diocese of East Carolina; provided, however, that the Foundation may decline to accept any gift, bequest or devise the purpose of which does not conform to the purposes set out in Section 1 of this Canon and the charter of the Foundation, or which would be burdensome or impractical to administer.

Section 3. The operation of the Foundation shall be under the control of its Board of Directors, who shall be elected by the Diocesan Convention as set out in the by-laws of the Foundation. Foundation income available for expenditure for diocesan purposes, after payment of operating

expenses of the Foundation, and funds available for loans and grants to churches or other recipients thereof shall be paid to the Treasurer of the Diocese for disbursement.

Section 4. The Board of Directors of the Foundation shall annually make a report to the Diocesan Convention showing the names of the several funds, trusts or endowments held by it, the sources, dates and amounts thereof, the terms governing the use of principal and income, the manner in which the funds are invested, the disbursements or payments made during the year and the purposes for which said disbursements have been made. The Board of Directors of the Foundation shall make a similar report to the Executive Council as often as required by the Executive Council and not less frequently than each six months.

CANON 2
The Church Pension Fund

Section 1. In conformity with the legislation adopted by the General Convention of 1913, pursuant to which The Church Pension Fund was duly incorporated, and in conformity with the Canon of the General Convention, "Of the Church Pension Fund," as heretofore amended and as it may hereafter be amended, the Diocese of East Carolina hereby accepts and acknowledges The Church Pension Fund, a corporation created by Chapter 97 of the Laws of 1914 of the State of New York as subsequently amended, as the authorized and approved pension system for the clergy of the Protestant Episcopal Church in the United States of America and for their dependents, and declares its intention of supporting said Fund in accordance with its Rules.

Section 2. The Bishop of this Diocese shall appoint annually during the opening of Convention a Church Pension Fund Committee to consist of three presbyters and two lay persons, for a term of one year and until their successors shall have been appointed or qualified, and the Bishop may from time to time fill by appointment any vacancies in said Committee caused by resignation, death or inability to act.

Section 3. The duties of said Committee shall be as follows:

(a) To be informed of, and to inform the Clergy and the Laity of this Diocese of the pension system created by the General Convention and committed to it by the Trustees of the Church Pension Fund, in order that the ordained clergy of the Church may be assured of pension protection for themselves in the event of old age or total and permanent disability and for their surviving spouse and surviving minor children, if any, in the event of death.

(b) To receive reports from The Church Pension Fund from time to time on the status of the pension assessments payable to said Fund, under its Rules and as required by Canon Law, by this Diocese and by Parishes, Missions and other ecclesiastical organizations within the Diocese.

(c) To make an annual report to the Convention of this Diocese on such matters relating to the Church Pension Fund as may be of interest to the said Convention.

(d) To cooperate with the Church Pension Fund in doing all things necessary or advisable in the premises to the end that the Clergy of this Diocese may be assured of the fullest

pension protection by said Fund under its established Rules.

Section 4. It shall be the duty of this Diocese and of the Parishes and Missions and other ecclesiastical organizations therein, each through its Treasurer and other proper official, to inform the Church Pension Fund of salaries and other compensation paid to members of the Clergy by said Diocese, Parishes, Missions and other ecclesiastical organizations for services rendered, currently or in the past, prior to their becoming beneficiaries of said Fund, and changes in such salaries and other compensation as they occur; and to pay promptly to The Church Pension Fund the pension assessments required thereon under the Canons of the General Convention and in accordance with the Rules of said Fund.

Section 5. It shall be the duty of every member of the Clergy canonically resident in or serving in this Diocese to inform The Church Pension Fund promptly of such facts as date of birth, ordination, reception, or marriage, birth of children, deaths and changes in cures or salaries, as may be necessary for its proper administration and to cooperate with said Fund in such other ways as may be necessary in order that said Fund may discharge its obligations in accordance with the intention of the General Convention in respect thereto.

Section 6. It shall be the duty of this Diocese and of the Parishes and Missions and other ecclesiastical institutions and organizations therein, to participate in all medical care, hospitalization, health, accident and life insurance plans for clergy which are made mandatory on a nation-wide basis for clergy of the Episcopal Church by action of the General Convention, or under its authority, and to pay promptly to The Church Pension Fund the premiums or assessments required to maintain such coverage in accordance with the Rules of the Fund. The Diocesan Convention, or when it is not sitting the Executive Council, shall make all decisions and take all action to carry our the provisions of this Canon.

Section 7. *Lay Pension Plans.*

(a) All Parishes, Missions and other ecclesiastical organizations or bodies subject to the authority of this Diocese, and any other societies, organizations, or bodies in the Church which under the regulations of The Church Pension Fund have elected or shall elect to come into the pension system, shall provide all lay employees who work a minimum of 1,000 hours annually retirement benefits through participation in the Episcopal Church Lay Employees Retirement Plan (ECLERP) or in an equivalent plan, the provisions of which are at least equal to those of ECLERP. Such participation shall commence no later than January 1, 1993. At its commencement, if the plan is a defined benefit plan, the employer contribution shall be not less than 9 percent of the employee's salary; if the plan is a defined contribution plan, the employer shall contribute not less than 5 percent and agree to "match" employee contributions of up to another 4 percent.

(b) The employer may impose a minimum age of 21 years and a minimum employment period not to exceed one year of continuous employment before an employee would be eligible to participate.

(c) The Trustees of The Church Pension Fund shall have authority to increase or decrease the contribution percentages as required for the lay pension plan.

CANON 3
Trinity Center

Section 1. There shall be a Board of Managers of Trinity Center consisting of twelve persons, clergy and lay, elected by the Convention on the nomination of the Bishop, for three year terms, provided that the terms of the initial members elected by Convention on nomination of the Bishop shall be four members elected for a one year term, four members elected for a two year term, and four members elected for a three year term. The Bishop shall be *ex officio* Chair of the Board of Managers.

Section 2. The function of the Board of Managers is to oversee the operation and management of Trinity Center, including, but not limited to, the employment of a Director, formulating and administering an annual budget, establishing rules and regulations for sound and efficient management and performing such other duties as may be attendant thereto or directed by Convention.

Section 3. Any vacancy occurring on the Board of Managers may be filled by the Bishop until the next Convention when a new member shall be elected upon nomination by the Bishop for the completion of the unexpired term.

Section 4. The Board of Managers shall make an annual report to Convention.

CANON 4
Commission on Planning, Design and Construction

Section 1. There shall be, within the Department of Congregations and Development, or such other standing department of the Diocese created by Executive Council to oversee and do the work of congregational growth and development, a Diocesan Commission on Planning, Design and Construction. The Commission shall consist of at least six persons, clergy and lay, who shall be appointed by the Bishop upon the recommendation of the Chair of the Department of Congregations and Development. The members shall, to the extent practicable, have expertise in such areas as liturgy, finance, insurance, planning, architectural design, engineering, construction, and construction and finance law. The Chair of the Commission shall likewise be appointed by the Bishop, and shall serve as a member of the Department of Congregations and Development during occupancy of the Chair of the Commission. The Commission shall be under the supervision of the Department of Congregations and Development, which shall insure that the functions set forth in this Canon are effectively discharged.

Section 2. A function of the Department of Congregations and Development, through the Commission, is to assist and advise the Diocese and its parishes and missions in planning, designing, financing and constructing buildings and facilities, including construction of new churches and other buildings, expansion and renovation of existing buildings, and restoration of historic structures.

Section 3. Before proceeding with the design or construction of any church, parish house, rectory or other building, any parish or mission may present to the Commission for its recommendations and suggestions real estate contracts, architectural and construction contracts, master plans, preliminary plans, working drawings, specifications, construction documents and other related documents.

Section 4. Each Diocesan council, committee and department, and every parish or mission receiving construction funds or loans from the Diocese or any Diocesan agency or foundation shall be required to consult with the Commission, to submit the pertinent documents described in Section 3 and to obtain the approval of the Commission thereon; provided that such approval shall not be required for projects in a planning or construction stage prior to February 12, 1983. The documents above mentioned shall be prepared by and construction shall be administered by an architect or engineer registered in the State of North Carolina in accordance with its registration laws. Where such laws do not require a registered architect or engineer, this requirement may be waived by the Commission upon request.

Section 5. The Commission shall adopt written standard procedures for performing its functions, and shall distribute copies of any such procedures to all Diocesan officers, parishes and missions.

TITLE V. Amendment; Effective Date; Repealer.

CANON 1
Amendment of Canons

Amendments to the Canons shall be made in accordance with Article XV of the Constitution, and shall take effect upon their passage, unless otherwise ordered by the Convention.

CANON 2
Effective Date of Canons

These canons shall become effective upon ratification by the Convention of the Diocese of East Carolina, and all subsequent canons and amendments ratified by the Convention of the Diocese shall take effect immediately upon their ratification unless otherwise specified in the newly adopted canon or amendment. Additional canons enacted by the Convention of the Diocese shall be grouped under the appropriate title, and numbered consecutively within the separate titles of the canons.

CANON 3
Official Copies of Constitution and Canons

There shall be provided by the Secretary of the Convention three official copies of the Constitution, Canons and Rules of Order as they now exist, each certified by the Secretary that

it is a correct copy. One shall be delivered to the Bishop of the Diocese, one kept by the Secretary of the Diocese, and one delivered to the Chancellor of the Diocese; and as changes are made from time to time certified copies of said changes shall be furnished by the Secretary to each of said officials to the end that there shall always be preserved for the use of the officials of the Diocese three sets of these documents.

CANON 4
Citation of Canons

All references to the Canons of the Diocese of East Carolina shall refer to Title, Canon and Section number, if any, in the following form: Title ____, Canon ___, Section ___(___), Canons of the Diocese of East Carolina.

CANON 5
Repealer of Prior Canons

All former canons of the Diocese of East Carolina, not specifically incorporated in these revised canons, are hereby repealed.

EXTRACTS FROM CANONS OF THE GENERAL CONVENTION

TITLE I, CANON 7

Of Business Methods in Church Affairs

Section 1. In every Diocese, Parish, Mission, and Institution, connected with this Church, the following standard business method shall be observed:

(1). Funds held in trust, endowment and other permanent funds, and securities represented by physical evidence of ownership or indebtedness, shall be deposited with a National or State Bank, or a Diocesan Corporation, or with some other agency approved in writing by the Finance Committee or the Department of Finance of the Diocese, under a deed of trust, agency or other depository agreement providing for at least two signatures on any order of withdrawal of such funds or securities.

But this paragraph shall not apply to funds and securities refused by the depositories named as being too small for acceptance. Such small funds and securities shall be under the care of the persons or corporations properly responsible for them.

This paragraph shall not be deemed to prohibit investments in securities issued in book entry form or other manner that dispenses with the delivery of a certificate evidencing the ownership of the securities or the indebtedness of the issuer.

(2). Records shall be made and kept of all trust and permanent funds showing at least the following:

(a) Source and date.

(b) Terms governing the use of principal and income.

(c) To whom and how often reports of condition are to be made.

(d) How the funds are invested.

(3). Treasurers and custodians, other than banking institutions, shall be adequately bonded; except treasurers of funds that do not exceed five hundred dollars at any one time during the fiscal year.

(4). Books of account shall be so kept as to provide the basis for satisfactory accounting.

(5) All accounts of the Diocese shall be audited annually by an independent Certified Public Accountant. All accounts of Parishes, Missions or other institutions shall be audited annually by an independent Certified Public Accountant, or independent Licensed Public Accountant, or such audit committee as shall be authorized by the Finance Committee, Department of Finance or other appropriate diocesan authority.

All reports of such audits, including any memorandum issued by the auditors or audit committee regarding internal controls or other accounting matters, together with a summary of action taken or proposed to be taken to correct deficiencies or implement recommendations contained in any such memorandum, shall be filed with the Bishop or Ecclesiastical Authority not later than 30 days following the date of such report, and in no event, not later than September 1 of each year, covering the financial reports of the previous calendar year.

(6). All buildings and their contents shall be kept adequately insured.

(7). The Finance Committee or Department of Finance of the Diocese may require copies of any or all accounts described in this Section to be filed with it and shall report annually to the Convention of the Diocese upon its administration of this Canon.

(8). The fiscal year shall begin January 1.

Section 2. The several Dioceses shall give effect to the foregoing standard business methods by the enactment of Canons appropriate thereto, which Canons shall invariably provide for a Finance Committee or a Department of Finance of the Diocese.

Section 3. No Vestry, Trustee, or other Body, authorized by Civil or Canon law to hold, manage, or administer real property for any Parish, Mission, Congregation, or Institution, shall encumber or alienate the same or any part thereof without the written consent of the Bishop and Standing Committee of the Diocese of which the Parish, Mission, Congregation, or Institution is a part, except under such regulations as may be prescribed by Canon of the Diocese.

Section 4. All real and personal property held by or for the benefit of any Parish, Mission or Congregation is held in trust for this Church and the Diocese thereof in which such Parish, Mission or Congregation is located. The existence of this trust, however, shall in no way limit the power and authority of the Parish, Mission or Congregation otherwise existing over such property so long as the particular Parish, Mission or Congregation remains a part of, and subject to, this Church and its Constitution and Canons.

Section 5. The several Dioceses may, at their election, further confirm the trust declared under the foregoing Section 4 by appropriate action, but no such action shall be necessary for the existence and validity of the trust.

TITLE I. CANON 17
Of Regulations Respecting the Laity

Section 1 (a). All persons who have received the Sacrament of Holy Baptism with water in the Name of the Father, and of the Son, and of the Holy Spirit, whether in this Church or in another Christian Church, and whose Baptisms have been duly recorded in this Church, are members thereof.

(b). Members sixteen years of age and over are to be considered adult members.

(c). It is expected that all adult members of this Church, after appropriate instructions, will have made a mature public affirmation of their faith and commitment to the responsibilities of their Baptism and will have been confirmed or received by a Bishop of this Church or by a Bishop of a Church in communion with this Church.

(d). Any person who is baptized in this Church as an adult and receives the laying on of hands by the Bishop at Baptism is to be considered, for the purpose of this and all other Canons, as both baptized and confirmed; also,

Any person who is baptized in this Church as an adult and at some time after the Baptism receives the laying on of hands by the Bishop in Reaffirmation of Baptismal Vows is to be considered, for the purpose of this and all other Canons, as both baptized and confirmed; also,

Any baptized person who received the laying on of hands at Confirmation (by any Bishop in apostolic succession) and is received into the Episcopal Church by a Bishop of this Church is to be considered, for the purpose of this and all other Canons, as both baptized and confirmed; and also,

Any baptized person who received the laying on of hands by a Bishop of this Church at Confirmation or Reception is to be considered, for the purpose of this and all other Canons, as both baptized and confirmed.

Section 2 (a). All members of this Church who have received Holy Communion in this Church at least three times during the preceding year are to be considered communicants of this Church.

(b). For the purpose of statistical consistency throughout the Church, communicants sixteen years of age and over are to be considered adult communicants.

Section 3. All communicants of this Church who for the previous year have been faithful in corporate worship, unless for good cause prevented, and have been faithful in working, praying, and giving for the spread of the Kingdom of God, are to be considered communicants in good standing.

Section 4 (a). A member of this Church removing from the congregation in which his or her membership is recorded shall procure a certificate of membership indicating that he or she is recorded as a member (or adult member) of this Church and whether or not such a member:

1. is a communicant;
2. is recorded as being in good standing;
3. has been confirmed or received by a Bishop of this Church or a Bishop in communion with this Church.

Upon acknowledgement that a member who has received such a certificate has been enrolled in another congregation of this or another Church, the Minister or Warden issuing the certificate shall remove the name of the person from the parish register.

(b). The Minister or Warden of the congregation to which such certificate is surrendered shall record in the parish register the information contained on the presented certificate of membership, and then notify the Minister or Warden of the congregation which issued the certificate that the person has been duly recorded as a member of the new congregation.

Whereupon the person's removal shall be noted in the parish register of the congregation which issued the certificate.

(c). If a member of this Church, not having such a certificate, desires to become a member of a congregation in the place to which he or she has removed, that person shall be directed by the Minister of the said congregation to procure a certificate from the former congregation, although on failure to produce such a certificate through no fault of the person applying, appropriate entry may be made in the parish register upon the evidence of membership status sufficient in the judgement of the Minister or Warden.

(d). Any communicant of any Church in communion with this Church shall be entitled to the benefit of this section so far as the same can be made applicable.

Section 5. No one shall be denied rights or status in this Church because of race, color, or ethnic origin.

Section 6. A person to whom the Sacraments of the Church shall have been refused, or who has been repelled from the Holy Communion under the rubrics, or who desires a judgement as to his or her status in the Church, may lodge a complaint or application with the Bishop or Ecclesiastical Authority. No Minister of this Church shall be required to admit to the Sacraments a person so refused or repelled without the written direction of the Bishop or Ecclesiastical Authority. The Bishop or Ecclesiastical Authority may in certain circumstances see fit to require the person to be admitted or restored because of the insufficiency of the cause assigned by the Minister. If it shall appear to the Bishop or Ecclesiastical Authority that there is sufficient cause to justify refusal of the Holy Communion, however, appropriate steps shall be taken to institute such inquiry as may be directed by the Canons of the Diocese; and should no such Canon exist, the Bishop or Ecclesiastical Authority shall proceed according to such principles of law and equity as will insure an impartial investigation and judgement.

Section 7. No unbaptized person shall be eligible to receive Holy Communion in this Church.

TITLE II, CANON 1
Of the Due Celebration of Sundays

All persons within this Church shall celebrate and keep the Lord's Day, commonly called Sunday, by regular participation in the public worship of the Church, by hearing the Word of God read and taught, and by other acts of devotion and works of charity, using all godly and sober conversation.

Rules of Order

I. On the first day of the Convention at the time appointed, the Holy Communion shall be administered.

Promptly thereafter, the delegates shall assemble for the organization of the Convention and the transaction of business. The presiding officer shall call the Convention to order and ascertain if there is a quorum present, and upon it appearing that there is a quorum present as required by Article VI of the Constitution, the Convention shall be organized by the election of a Secretary and shall then proceed with the transaction of the business of the Convention as set out in the Canons and Rules of Order.

II. The Standing Committee and other committees shall be elected or appointed as soon as practicable after the organization of the Convention, except that the appointment of the Committee on Canons and other committees, in the discretion of the Bishop, may be delayed for the receipt of reports from committees of the previous year.

III. All Committees shall be appointed by the Bishop unless otherwise ordered.

IV. Officers shall be elected as provided in the Constitution and Canons.

V. The order of business proposed by the Bishop and adopted by the Convention shall be the regular order of business, subject to change by the Presiding Officer as Provided in Rule XXI or by the Convention by majority vote.

VI. After the Bishop has taken the chair, no member shall continue standing, except to address the chair.

VII. Speakers shall address the chair, and shall confine themselves to the point in debate.

VIII. No motion shall be considered unless seconded, and if required, reduced to writing. All resolutions, except resolutions presented in conjunction with Department, Committee and Commission reports and resolutions of appreciation to the host church, shall be introduced on the first day of the Annual Convention and voted upon the second day.

IX. When the Bishop is putting any question, the members shall continue in their seats, and shall not hold any private discourse.

X. When a question is under consideration, no motion shall be received, unless to lay on the table, to postpone to a certain time, to postpone indefinitely, to commit, to amend, or to divide; and motions for any of these purpose shall have precedence in the order herein named. The motions to lay on the table and to adjourn shall always be in order, and shall be decided without debate; and of these the motion to adjourn shall take precedence.

XI. If the question under debate contains several distinct propositions, the same shall be divided at the request of any member, and a vote taken separately, except that a motion to strike out and insert shall be inadvisable.

XII. All amendments shall be considered in the order in which they are moved.

When a proposed amendment is under consideration, a substitute to the whole matter may be received. No proposition on a subject different

from the one under consideration shall be received under cover of a substitute.

XIII. In voting by Order, the name of each Parish shall be called and it shall vote either "Aye" or "No" except in case of a divided vote. The majority of the votes of the Delegates from a Parish shall determine the vote of such Parish, but should the vote be equally divided, one-half of such vote shall be recorded as "Aye" and one-half as "No," and it shall be the duty of the Secretary to record the names of the Parishes and the votes which they respectively give.

XIV. A motion to reconsider any vote shall not be in order, except on the same day on which the vote is taken: Provided, always that a vote or question may be reconsidered at any time by the consent of two-thirds of the Convention; provided further, that no motion to reconsider shall be made on the last day of the Convention, except on a vote or question taken on that day.

XV. The reports of all committees shall be in writing and shall be received of course, and without motion for acceptance, unless recommitted. All reports recommending or requiring any action or expression of opinion by the Convention shall be accompanied by a corresponding resolution.

XVI. All questions of order shall be decided by the chair without debate, but any member may appeal from such decision. On such appeal no member shall speak more than once without leave.

XVII. No member shall be absent from the session of the Convention without leave, unless he is unable to attend.

XVIII. When the Convention is about to rise, every member shall keep his seat until the Bishop leaves the chair.

XIX. On motion duly put and carried, the Convention may resolve itself into a Committee of the Whole, with or without closed doors, for the purpose of discussing such subjects as may be approved by the Convention.

The Bishop may select and announce subjects for discussion: **Provided**, that if the motion to go into a Committee of the Whole has specified the subject to be discussed, that subject shall be disposed of.

XX. The rules of order or any one of them may be suspended by a majority vote of the Convention whenever the Presiding Officer decides that an urgent matter should come before that Convention for prompt action.

XXI. The Presiding Officer may in his discretion, to expedite the business of the Convention, transpose the regular order of business.

XXII. Where a question arises which is not controlled by any of the existing rules of order, the Diocesan Convention shall follow the rules of the General Church pertaining to said question, and if it has no rules applicable thereto, then the Diocesan Convention shall be governed by the current edition of Robert's Rules of Order.

The Episcopal Foundation of the Diocese of East Carolina, Incorporated

Charter and By-Laws

(AS AMENDED)

THE CHARTER OF THE EPISCOPAL FOUNDATION OF THE DIOCESE OF EAST CAROLINA INCORPORATED

(As Amended)

1st. The name of this Corporation is The Episcopal Foundation of The Diocese of East Carolina, Incorporated.

2nd. The location of the principal office of the corporation in this State is at Kinston, in the County of Lenoir, but it may have one or more branch offices and places of business in the Diocese of East Carolina.

3rd. This Corporation is formed by the Diocese of East Carolina of the Protestant Episcopal Church exclusively for religious; educational and charitable purposes, including the purpose of holding, managing and investing property of the Diocese of East Carolina, either temporarily, for a specified or indefinite time, or permanently, and the purpose of providing (1) funds, the income from which is to be used for the promotion of new work in the Diocese of East Carolina and for the development of the religious, educational and charitable work of the Protestant Episcopal Church in the Diocese of East Carolina, (2) funds to be used for making loans to parishes, missions, diocesan institutions and church organizations for capital improvements and (3) funds for capital grants to parishes, missions, diocesan institutions and church organizations for capital improvements.

4th. And for the purposes herein specified, the Corporation shall have the right to receive by Will, Deed, gift or otherwise: to hold, own, sell and dispose of real, personal and mixed property of every kind and description, and the Corporation shall also have the authority to be named as a beneficiary in policies of life insurance and act as such beneficiary.

5th. The Corporation shall have authority in its corporate name to buy, sell, convey and lease real and personal property; and invest or otherwise dispose of any and all property belonging to the Corporation when authority therefor has been duly given as provided by the By-Laws of the Corporation, and shall have such other powers, privileges and authority as are given by the laws of the State of North Carolina now enacted or which may be hereafter enacted.

6th. The Corporation shall not have members or capital stock and no stock or shares shall be issued. No incorporator, director or officer shall at any time be considered to be the owner of any of the assets, property or income of the Corporation, nor shall he, by distribution, liquidation, dissolution or in any other manner, be entitled to or receive any of said assets, property or income, all of which shall be devoted exclusively and forever to the purpose of the Corporation or disposed of as hereinafter provided. The Corporation is not organized and shall not operate for profit, and no part of its net earnings shall inure or may lawfully inure to the benefit of any private shareholder, incorporator, director, officer or individual. The above provisions, however, shall not prevent the payment of reasonable compensation to any person, organization, firm or corporation for services rendered to this Corporation. No substantial part of the activities of the Corporation shall consist of carrying on propaganda, or otherwise attempting to influence legislation. The Corporation shall not participate in, or intervene in (including the publishing or distributing of

statements) any political campaign on behalf of any candidate for public office. The Corporation shall not lend any part of its assets, property or income to any incorporator, director or officer of, or any substantial contributor to, the Corporation, to any member of the family of any such person, or to any corporation controlled by any such person; nor shall the Corporation pay any compensation in excess of a reasonable allowance for salaries or other compensation for personal services actually rendered, to any such persons or corporations; nor shall the Corporation make any part of its services available on a preferential basis to any such persons or corporations; nor shall the Corporation make any substantial purchase of securities or other property from or sell any substantial part of its securities or other property to any such persons or corporations for other than an adequate consideration in money or money's worth; nor shall the Corporation engage in any other transaction which results in a substantial diversion of its assets, property or income to any such persons or corporations. The Corporation shall not (i) accumulate its income if any such accumulations are unreasonable in amount or duration in order to carry out the religious, educational and charitable purpose for which it is organized or (ii) use any such accumulated income for purposes or functions other than the religious, educational and charitable purposes for which it is organized or (iii) invest any such accumulated income in such a manner as to jeopardize the carrying out of the religious, educational and charitable purposes for which it is organized. The Corporation shall distribute its income for each taxable year at such time and in such manner as not to become subject to the tax on undistributed income imposed by Section 4942 of the Internal Revenue Code of 1954, or corresponding provisions of any subsequent federal tax laws. The Corporation shall not engage in any act of self-dealing as defined in Section 4941 (d) of the Internal Revenue Code of 1954, or corresponding provisions of any subsequent federal tax laws. The Corporation shall not retain any excess business holdings as defined in Section 4943 (c) of the Internal Revenue Code of 1954, or corresponding provisions of any subsequent federal tax laws. The Corporation shall not make any investments in such manner as to subject it to tax under Section 4944 of the Internal Revenue Code of 1954, or corresponding provisions of any subsequent federal tax laws. The Corporation shall not make any taxable expenditures as defined in Section 4945 (d) of the Internal Revenue Code of 1954, or corresponding provision of any subsequent federal laws. It is intended that the Corporation shall qualify as an organization (i) which is exempt from income taxes under the United States Internal Revenue Code of 1954 and corresponding provisions of subsequent federal tax laws and under any applicable laws of the State of North Carolina from time to time in effect and (ii) contributions to which are deductible for income, gift and estate tax purposes under said Internal Revenue Code of 1954 and corresponding provisions of subsequent federal tax laws and under any applicable laws of the State of North Carolina from time to time in effect. In the event the Corporation is liquidated or dissolved, voluntarily or involuntarily, the assets and property of the Corporation, after payment or arrangement for payment of its debts and obligations, shall be transferred, conveyed and delivered to the Trustees of the Diocese of East Carolina; provided, that any funds or property held by the Corporation upon any condition requiring the return, transfer or conveyance of said funds or property, or the unused

portion thereof, upon liquidation or dissolution of the Corporation shall be returned, transferred or conveyed in accordance with said condition.

7th. The Trustees heretofore elected and now serving shall hereafter be known and designated as Directors and shall continue to serve in their respective offices until their successors have been duly elected and qualified, and said Directors shall be vested with all the same rights and subject to the same responsibilities as when designated as Trustees.

8th. Subject to the approval of the Diocesan Conventions, the Directors shall have full power and authority to promulgate, alter and amend such By-Laws, rules and regulations as in their discretion will best promote the interest and purpose for which this corporation is created.

9th. The period of existence of this Corporation is unlimited

The original Charter was revised and rewritten by Certificate of Amendment filed March 26, 1957, in the Office of Secretary of State.

An amendment rewriting the 3rd and 6th articles was adopted by the Directors and approved by the Diocesan Convention January 29, 1971. Articles of Amendments were filed June 17, 1971 in the Office of Secretary of State.

BY-LAWS OF THE EPISCOPAL FOUNDATION OF THE DIOCESE OF EAST CAROLINA, INCORPORATED

(As Amended)

ARTICLE I: The officers of the Corporation shall be a Chairman; a Vice Chairman; a President; a Vice President; a Secretary; and a Treasurer; and such other officers as the Directors from time to time deem advisable. The office of Secretary and the office of Treasurer may be held by the same individual.

ARTICLE II: The seal of the Corporation shall be in the following form, to wit - the word "Seal" surrounded by two concentric circles with the words "The Episcopal Foundation of The Diocese of East Carolina, Incorporated" in the margin between circumference of the two said circles.

ARTICLE III: The affairs of the Corporation shall be managed by a Board of Directors of not less than seven (7) persons and not more than thirty (30) persons to be nominated by the Bishop of the Diocese and elected by the Diocesan Convention. The Trustees of the Diocese shall at all times be members of the Board of Directors, nominated and elected as described, and they shall be included in determining the number of directors within the above limits. Such management shall be in accordance with the By-Laws of the Corporation; provided however that the Bishop of the Diocese of East Carolina shall be at all times Chairman of the Board of Directors and the Chancellor of the Diocese Vice Chairman of the Board; provided also that the Bishop Coadjutor shall be a member of the Board of Directors. The members of the Board of Directors shall be elected for a term of four years, unless otherwise specified at the time of election, by the Diocesan Convention in session at the time of the expiration of the term of their predecessors in office, and such retiring Directors shall hold office until their successors are elected and qualified.

ARTICLE IV: The exact number of the Board of Directors, within the above limits, may be increased or decreased from time to time, as the affairs of the Corporation may render proper, by the Annual Convention of the Diocese of East Carolina, upon nomination by the Bishop. Upon nomination by the Bishop, associate Directors not exceeding five (5) in number, may be appointed by the Directors of the Corporation from time to time to serve from the date of their appointment until the adjournment of the next Annual Diocesan Convention. All Directors, other than the Bishops of the Diocese, shall be lay persons who are interested in the work of the Episcopal Church in the Diocese of East Carolina. The removal of any Director from the Diocese of East Carolina or the severance of his membership in the Protestant Episcopal Church in the Diocese of East Carolina shall automatically work a cancellation of his position as a Director in this Corporation. And all vacancies occurring on said Board of Directors shall be filled by the Board and such persons elected to fill such vacancies shall hold office for the unexpired portion of the terms of their respective predecessors.

ARTICLE V: The annual meeting of the Directors of the Corporation shall be held on the day prior to the assembling of the Annual Diocesan Convention of the Diocese of East Carolina, at the place where said Convention is to be held. If for any cause the meeting is not held on the

day preceding the assembling of said Convention, it shall be held during the time of the Convention or as soon thereafter as is convenient. If for any reason the said annual meeting is not held at one of the times above provided, it shall be held at a time and place to be fixed by the Bishop after conference with the President and Secretary.

ARTICLE VI: General or special meetings of the Directors of the Corporation may be called by the President or any three members of the Board of Directors at such time and place as shall be indicated in such call after at least three days notice by mail to all of the members of the Board of Directors.

ARTICLE VII: There shall be an Executive Committee consisting of the Bishop and the President of the Corporation, who are Ex-Officio members of said Executive Committee, and five Directors who shall be elected annually by the Board of Directors from its membership. The Secretary of the Executive Committee shall be appointed by the President of the Corporation but the Secretary need not be a Director of the Corporation. The Bishop or the President of the Corporation, together with three of the other members of the Executive Committee, shall constitute a quorum for the transaction of business and shall by majority vote possess and exercise all the powers and duties of the Board of Directors with reference to all matters, but only when the Board of Directors is not in session. The Executive Committee shall keep a record of all of its proceedings which shall be certified by the Secretary of the Executive Committee under his hand and which record shall be read at the next meeting of the Board of Directors. The Secretary of the Executive Committee shall call meetings of the Executive Committee upon the request of the Bishop or of the President or upon request of any three members of the Executive Committee.

ARTICLE VIII: All conveyances of real property by the Corporation shall be executed in the name of the Corporation by the President or the Vice President and attested by the Secretary or Assistant Secretary of the Corporation and the corporate seal attached thereto. No conveyances of real estate or bills of sale or transfers of securities, or stocks or other personal property shall be made except by authority of a resolution duly passed by majority vote at a duly constituted meeting of the Executive Committee.

ARTICLE IX: The duties of the secretary and the duties of the treasurer shall be prescribed by the Board of Directors of the Corporation.

ARTICLE X: A majority of the total number of Directors shall be necessary to constitute a quorum for a valid meeting of the Board of Directors for the transaction of business and performance of duties imposed on the Board of Directors by the Charter of this Corporation or by the By-Laws thereof.

ARTICLE XI: The Directors shall designate a depository for the Funds of the Foundation, which depository may also be Custodian of all securities of the Foundation, and the Directors in their discretion may authorize the depository and Custodian to also act as Fiscal Agent for the Foundation. The Fiscal Agent selected by the Executive Committee of the Foundation shall be approved by the Board of Directors.

ARTICLE XII: At the Annual Diocesan Convention at which Directors of the Corporation are to be elected as hereinbefore provided, the number of Directors for the ensuing term of four years shall be fixed by the

convention and the convention shall then elect the number of Directors so specified who shall hold office for four years from the adjournment of the convention at which they are elected until their successors are elected and qualified.

ARTICLE XIII: The Bishop of the Diocese of East Carolina shall Ex-Officio be a member of all of the Committees of the Board of Directors. The Chancellor of the Diocese of East Carolina shall Ex-Officio be a member of the Board of Directors.

ARTICLE XIV: These By-Laws may be altered, amended or repealed at any meeting of the Board of Directors. Such change in By-Laws shall be reported to the next Annual Diocesan Convention for its consideration and approval.

ARTICLE XV: The Charter of the Foundation may be altered or amended by the Board of Directors. Such alteration or amendment shall not be legally implemented under the laws of North Carolina until the same shall have been reported to the next Annual Diocesan Convention for its consideration and be approved by the Convention.

DIOCESE OF EAST CAROLINA

KINSTON, NORTH CAROLINA

FINANCIAL STATEMENTS

December 31, 1992

Contents

	Page
Accountants' Report	285
Financial Statements:	
Balance Sheet	286
Statements of Support and Revenue, Expenses, Capital Additions and Changes in Fund Balance	290
Statement of Cash Flows	294
Notes to Financial Statements	296
Additional Supplementary Information:	
Schedule of Grants Outside the Diocese	302
Schedule of Diocesan Program	304
Schedule of Administrative Costs	306
Schedule of Clearing Items Received and Disbursed	315
Trustees Restricted Fund:	
Schedule of Invested Funds	316
Recapitulation of Fund Balances - Principal	318
Recapitulation of Fund Balances - Income	320

PAGE & SMITH, P.A.
Certified Public Accountants
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Kinston, North Carolina 28502-3232
Telephone (919) 523-1088

WILLIAM S. PAGE, JR. CURTIS S. SMITH

October 15, 1993

Independent Auditor's Report

To the Annual Convention
Diocese of East Carolina
Kinston, North Carolina 28501

We were engaged to audit the accompanying balance sheet of the Diocese of East Carolina as of December 31, 1992, and the related statements of support and revenue, expenses, capital additions and changes in fund balance, and the statement of cash flows for the year then ended. These financial statements are the responsibility of the officers. Our responsibility is to express an opinion on these financial statements based on our audits.

We were unable to obtain audited financial statements supporting the financial activities of the Camp and Conference Center Fund because the Board of Directors of Trinity Center (the Camp and Conference Center Fund) voted not to have their financial statements for the year ended December 31, 1992 audited. Those financial activities represent 10% of the assets and 30% of the revenues of the Diocese of East Carolina.

Because we were unable to satisfy ourselves about the amounts of assets, liabilities, fund balances, support and revenue, and expenses of the Camp and Conference Center Fund as discussed in the preceding paragraph, the scope of our work was not sufficient to enable us to express, and we do not express, an opinion on the financial statements referred to in the first paragraph. Similarly, we do not express an opinion on the additional supplementary information contained in the accompanying schedules on pages 13 through 23.

During the course of our engagement, we became aware of the following departures from generally accepted accounting principles. As noted in Note 1, real estate of the Plant Fund is recorded at appraised value as determined by Diocesan officials. Also, no depreciation expense is recognized on either the Plant Fund or the Camp and Conference Fund, as required by generally accepted accounting principles. In addition, management has omitted substantially all of the disclosures for the Camp and Conference Fund as required by generally accepted accounting principles. The effects of these departures from generally accepted accounting principles on the financial statements has not been determined.

Page & Smith, P.A.

Page & Smith, P.A.
Certified Public Accountants

DIOCESE OF EAST CAROLINA
Kinston, North Carolina
BALANCE SHEET
December 31, 1992

Assets

	Operating Fund	Camp and Conference Center Fund
Current Assets:		
Petty Cash	$ 0.00	$ 100.00
Bank checking accounts	42,400.32	12,550.58
Savings and money market accounts	10,650.46	43,117.62
Certificates of deposit	0.00	0.00
Capital reserve account	0.00	41,961.38
Accounts receivable	26,304.15	5,896.80
Notes receivable - current portion (note 9)	0.00	0.00
Accrued interest on notes receivable	0.00	0.00
Sales tax receivable	0.00	15,992.83
Inventory (at cost)	0.00	11,342.14
Prepaid insurance	0.00	812.50
Cash surrender value of life insurance policies	0.00	0.00
	79,354.93	131,773.85
Fixed assets (Note 1):		
Diocesan House, Kinston, NC	0.00	0.00
Camp Trinity -		
Land Improvements	0.00	7,400.09
Buildings and improvements	0.00	32,992.28
Challenge course	0.00	6,902.74
Equipment	0.00	100,541.68
Furniture and fixtures	0.00	22,012.93
Vehicles	0.00	586.95
Camp Oceanside, Topsail	0.00	0.00
Alice Hoffman Center, Bogue Banks	0.00	0.00
Total fixed assets	0.00	170,436.67
Less accumulated depreciation	0.00	9,893.23
Net Fixed Assets	0.00	160,543.44
Other assets:		
Notes receivable - non-current portion (note 9)	0.00	0.00
Investments (note 8)	0.00	0.00
	0.00	0.00
Total Assets	$ 79,354.93	$ 292,317.29

See accompanying notes to financial statements.

Camp Fund	Plant Fund	Restricted Fund	Trustees Restricted Funds	Consolidated
$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 100.00
2,019.07	22,143.66	23,013.09	83,718.02	185,844.74
1,118.03	0.00	61,048.28	190,735.26	306,669.65
0.00	0.00	95,594.96	3,575.42	99,170.38
0.00	0.00	0.00	0.00	41,961.38
0.00	0.00	0.00	0.00	25,328.30
0.00	0.00	0.00	75,000.00	75,000.00
0.00	0.00	0.00	10,000.00	10,000.00
0.00	0.00	0.00	0.00	15,992.83
0.00	0.00	0.00	0.00	11,342.14
0.00	0.00	0.00	0.00	812.50
0.00	0.00	1,534.35	0.00	1,534.35
3,137.10	22,143.66	181,190.68	363,028.70	773,756.27
0.00	536,644.80	0.00	0.00	536,644.80
0.00	0.00	0.00	0.00	7,400.09
0.00	0.00	0.00	0.00	32,992.28
0.00	0.00	0.00	0.00	6,902.74
8,050.75	0.00	0.00	0.00	108,592.43
3,043.07	0.00	0.00	0.00	25,056.00
0.00	0.00	0.00	0.00	586.95
0.00	30,000.00	0.00	0.00	30,000.00
0.00	250,000.00	0.00	0.00	250,000.00
11,093.82	816,644.80	0.00	0.00	998,175.29
1,839.53	0.00	0.00	0.00	11,732.76
9,254.29	816,644.80	0.00	0.00	986,442.53
0.00	0.00	0.00	201,164.56	186,296.56
0.00	0.00	9,804.40	41,292.12	51,096.52
0.00	0.00	9,807.40	242,456.68	237,393.08
$ 12,391.39	$ 838,788.46	$ 190,995.08	$ 605,485.38	$ 1,997,591.88

See accountants' report.

DIOCESE OF EAST CAROLINA
Kinston, North Carolina
BALANCE SHEET (CONT'D)
December 31, 1992

Liabilities and Fund Balances

	Operating Fund	Camp and Conference Center Fund
Current Liabilities:		
Accounts payable	$ 11,328.36	$ 10,231.55
Accrued salaries	0.00	8,405.65
Payroll withholding taxes and other deductions	11,715.28	856.14
Advance deposits	0.00	26,888.00
Notes payable	0.00	0.00
Current portion of long-term debt (Note 5)	0.00	33,833.00
Total current liabilities	23,043.64	80,214.34
Long-Term Liabilities:		
Note payable - noncurrent (Note 5)	0.00	13,200.00
Total liabilities	23,043.64	93,414.34
Commitments and contingent liabilities (Note 11)		
Fund Balance (deficit):		
Unrestricted	56,311.29	198,902.95
Restricted	0.00	0.00
Net investment in plant	0.00	0.00
Total fund balances	56,311.29	198,902.95
Total Liabilities and Fund Balances	$ 79,354.93	$ 292,317.29

See accompanying notes to financial statements.

Camp Fund	Plant Fund	Restricted Fund	Trustees Restricted Fund	Consolidated
$ 0.00	$ 0.00	$ 0.00	$ 6,747.65	$ 21,434.91
0.00	0.00	0.00	0.00	8,405.65
0.00	0.00	0.00	0.00	12,571.42
0.00	0.00	0.00	0.00	26,888.00
0.00	0.00	0.00	0.00	0.00
0.00	129,036.51	0.00	0.00	161,201.51
0.00	129,036.51	0.00	6,747.65	230,501.49
0.00	0.00	0.00	0.00	0.00
0.00	129,036.51	0.00	0.00	230,501.49
12,391.39	0.00	0.00	0.00	267,605.63
0.00	0.00	190,995.08	598,737.73	789,732.81
0.00	709,751.95	0.00	0.00	709,751.95
12,391.39	709,751.95	190,995.08	598,737.73	1,767,090.39
$ 12,391.39	$ 838,788.46	$ 190,995.08	$ 605,485.38	$ 1,997,591.88

See accountants' report.

DIOCESE OF EAST CAROLINA
Kinston, North Carolina
STATEMENT OF SUPPORT AND REVENUE, EXPENSES
CAPITAL ADDITIONS, AND CHANGES IN FUND BALANCE
For the year ended December 31, 1992

	Operating Fund	Camp and Conference Center Fund
Support and Revenue:		
Pledges	$ 1,026,533.23	$ 0.00
Episcopal Foundation	97,672.11	0.00
Food and lodging income	0.00	684,162.26
Camp income	0.00	89,962.78
TEEP income	0.00	49,391.20
Contributions and gifts	0.00	41,241.18
Miscellaneous	0.00	14,741.20
Camp Budget Registrar	4,506.66	0.00
Cross Current Income	498.55	0.00
Price-Noe Fund	5,000.00	0.00
Smithson maintenance fund	0.00	16,387.61
Investment income-interest and dividends	2,418.80	1,942.38
Rent income	0.00	0.00
Income from Trustees	4,000.00	0.00
Change in CSV of life insurance	0.00	0.00
Receipts of Bishop's Discretionary Fund	26,508.08	0.00
Pledges prior years	8,237.03	0.00
Creative Christian Stewardship	60,200.00	0.00
Other grant income	0.00	0.00
Total Support and Revenue	1,235,574.46	897,828.61
Expenses:		
Grants outside the Diocese	148,442.43	0.00
General Convention Budget	15,868.00	0.00
General Convention Delegates	5,500.00	0.00
Lambeth Travel	500.00	0.00
General Church Program	221,000.50	0.00
Synod quota	1,369.00	0.00
	392,679.93	0.00
Diocesan programs	150,216.50	0.00
Administrative costs	648,750.11	774,748.54
Total Expenditures	1,191,646.54	774,748.54
Excess (deficiency) of support and revenue over expenses before capital additions	$ 43,927.92	$ 123,080.07

See accompanying notes to financial statements.

Camp Fund	Plant Fund	Restricted Fund	Trustees Restricted Fund	Consolidated
$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 1,026,533.23
0.00	0.00	0.00	0.00	97,672.11
0.00	0.00	0.00	0.00	682,766.20
118,017.74	0.00	0.00	0.00	118,006.94
0.00	0.00	0.00	0.00	49,391.20
11,760.00	0.00	9,845.60	69,595.16	97,596.34
1,936.31	540.10	0.00	0.00	17,217.61
0.00	0.00	0.00	0.00	4,506.66
0.00	0.00	0.00	0.00	498.55
0.00	0.00	0.00	0.00	5,000.00
0.00	596.48	0.00	0.00	16,984.09
91.47	0.00	6,729.07	42,151.97	53,333.69
0.00	0.00	0.00	8,000.00	8,000.00
0.00	0.00	0.00	0.00	0.00
0.00	0.00	(139.33)	0.00	(139.33)
0.00	0.00	0.00	0.00	26,508.08
0.00	0.00	0.00	0.00	8,237.03
0.00	0.00	60,200.00	0.00	60,200.00
25,000.00	0.00	0.00	0.00	0.00
156,805.52	1,136.58	76,635.34	119,747.13	2,272,312.40
0.00	0.00	39,258.40	0.00	136,530.83
0.00	0.00	0.00	0.00	15,868.00
0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	0.00	221,000.50
0.00	0.00	0.00	0.00	1,369.00
0.00	0.00	39,258.40	0.00	374,768.33
0.00	0.00	31,027.66	186,617.74	299,290.24
153,508.91	3,906.95	2,128.88	375.00	1,493,744.81
153,508.91	3,906.95	72,414.94	186,992.74	2,167,803.38
$ 3,296.61	$ (2,770.37)	$ 4,220.40	$ (67,245.61)	$ 104,509.02

See accountants' report.

DIOCESE OF EAST CAROLINA
Kinston, North Carolina
STATEMENT OF SUPPORT AND REVENUE, EXPENSES
CAPITAL ADDITIONS, AND CHANGES IN FUND BALANCE (CONT'D)
For the year ended December 31, 1992

	Operating Fund	Camp and Conference Center Fund
Excess (deficiency) of support and revenue over expenses before capital additions	$ 43,927.92	$ 123,080.07
Fund balances (deficit) at beginning of year	19,025.23	75,822.88
Additional fund assets (note 10)	0.00	0.00
Addition to capital reserve	0.00	0.00
Transfers to plant funds for plant acquisitions and principal debt service payments financed from operating fund	(6,641.86)	0.00
Fund Balances (Deficit) at end of year	$ 56,311.29	$ 198,902.95

See accompanying notes to financial statements.

Camp Fund	Plant Fund	Restricted Fund	Trustees Restricted Fund	Consolidated
$ 3,296.61	$ (2,770.37)	$ 4,220.40	$ (67,245.61)	$ 104,509.02
9,094.78	705,880.46	104,700.82	665,983.34	1,580,507.51
0.00	0.00	82,073.86	0.00	82,073.86
0.00	0.00	0.00	0.00	0.00
0.00	6,641.86	0.00	0.00	0.00
$ 12,391.39	$ 709,751.95	$ 190,995.08	$ 598,737.73	$ 1,767,090.39

See accountants' report.

DIOCESE OF EAST CAROLINA
Kinston, North Carolina
STATEMENT OF CASH FLOWS
For the year ended December 31, 1992

	Operating Fund	Camp and Conference Center Fund
INCREASE (DECREASE) IN CASH AND CASH EQUIVALENTS		
Cash Flows from Operating Activities:		
Excess (deficiency) of support and revenue over expenses before capital additions	$ 43,927.92	$ 123,080.07
Adjustments to reconcile excess income (expenditures) to net cash provided by operations:		
Additional fund assets	0.00	0.00
Transfers between funds	(6,641.86)	0.00
Depreciation	0.00	0.23
Accounts receivable	(17,967.51)	9,051.20
Sales tax receivable	0.00	(12,396.83)
Inventory	0.00	(1,682.14)
Prepaid insurance	0.00	2,744.50
Accounts payable and accrued expenses	6,603.01	(6,063.45)
Accrued payroll	0.00	4,355.65
Advance deposits	0.00	12,718.00
Payroll taxes payable	6,495.25	(287.86)
Net cash provided (used) by operating activities	32,416.81	131,519.37
Cash Flows from Investing Activities:		
Payments for additions to plant and equipment	0.00	(82,233.67)
Expenditure for improvements	0.00	0.00
Certificates of deposit	0.00	0.00
Loans made	0.00	0.00
Increase in accrued interest on notes receivable	0.00	0.00
Principle received on notes receivable	0.00	0.00
Acquisition of investments	0.00	0.00
Increase in cash surrender value of life insurance	0.00	0.00
Net cash provided (used) by investing activities	0.00	(82,233.67)
Cash Flows from Financing Activities:		
Proceeds from debt obligations	0.00	0.00
Principal payments on debt obligations	0.00	(13,642.00)
Net cash provided (used) by financing activities	0.00	(13,642.00)
Net increase (decrease) in cash and cash equivalents	32,416.81	35,643.70
Cash and cash equivalents - beginning of year	20,633.97	62,085.88
Cash and cash equivalents - end of year	$ 53,050.78	$ 97,729.58
Supplemental disclosure of cash flow information:		
Cash paid during year for:		
Interest	$ 12,964.88	$ 1,772.53
Income taxes	0.00	0.00

Disclosure of accounting policy:
For the purpose of the statement of cash flows, the Diocese considers cash on hand and in checking and money market accounts as cash equivalents.

See accompanying notes to financial statements.

Camp Fund	Plant Fund	Restricted Fund	Trustees Restricted Fund	Consolidated
$ 3,296.61	$ (2,770.37)	$ 4,220.40	$ (67,245.61)	$ 104,509.02
0.00	0.00	82,073.86	0.00	82,073.86
0.00	6,641.86	0.00	0.00	0.00
1,293.99	0.00	0.00	0.00	1,294.22
0.00	0.00	0.00	0.00	(2,658.35)
0.00	0.00	0.00	0.00	(12,396.83)
0.00	0.00	0.00	0.00	(1,682.14)
0.00	0.00	0.00	0.00	2,744.50
0.00	0.00	0.00	222.87	(5,495.53)
0.00	0.00	0.00	0.00	4,355.65
0.00	0.00	0.00	0.00	12,718.00
0.00	0.00	0.00	0.00	6,207.39
4,590.60	3,871.49	86,294.26	(67,022.74)	191,669.79
(7,275.44)	0.00	0.00	0.00	(89,509.11)
0.00	0.00	0.00	0.00	0.00
4,002.34	0.00	(10,610.63)	(22.58)	(6,630.87)
0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	3,000.00	3,000.00
0.00	0.00	0.00	79,012.12	77,205.12
0.00	0.00	(9,804.40)	1,025.32	(8,779.08)
0.00	0.00	139.33	0.00	139.33
(3,273.10)	0.00	(20,275.70)	83,014.86	(24,574.61)
0.00	0.00	0.00	0.00	0.00
0.00	(1,117.12)	0.00	0.00	(12,952.12)
0.00	(1,117.12)	0.00	0.00	(12,952.12)
1,317.50	2,754.37	66,018.56	15,992.12	154,143.06
1,819.60	19,389.29	18,042.81	258,461.16	380,432.71
$ 3,137.10	$ 22,143.66	$ 84,061.37	$ 274,453.28	$ 534,575.77
$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 14,737.41
0.00	0.00	0.00	0.00	0.00

See accountants' report.

DIOCESE OF EAST CAROLINA
Kinston, North Carolina
NOTES TO FINANCIAL STATEMENTS
December 31, 1992

(1) SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Accounting Basis of Presentation

The financial statements for the year ended December 31, 1992, have been prepared using the accrual method of accounting, whereby revenue is recorded when earned or pledged rather than when received, and expenses are recorded when incurred rather than when paid. All significant balances and transactions among organizations included in the financial statements have been eliminated.

Fund Accounting

The financial statements of the Diocese are presented in accordance with the principles of fund accounting. This is the procedure whereby resources for various purposes are classified for reporting purposes into funds established according to their nature and purpose. All financial transactions have been reported by fund group.

Operating funds represent the portion of funds available for support of Diocese operations. Plant funds represent resources restricted for plant acquisitions and funds expended for plant. Camp and Conference Center funds are available for the operation of the Diocese's "Trinity Center" at Atlantic Beach, N.C. The Camp Fund receives tuition and grants for campers and pays for camp services. The Restricted Fund represents funds designated for a specific operating purpose which have not been expended at year-end.

The Trustees Restricted Fund represents approximately 19 separate funds which are combined into one restricted fund for purposes of these financial statements. Separate accounts are maintained for each fund. The purpose of the Trustees is to manage each of these funds in accordance with directives from the respective donors, and to disburse funds from time to time as specified in those directives. Ordinary income and gains and losses from investments are accounted for in the fund owning the respective assets, with the exception of income earned on the checking account and shared broker money-market account, which income is allocated in full to the miscellaneous fund.

Income Tax Status

The Episcopal Diocese of East Carolina has received a letter of determination from the Internal Revenue Service advising that it qualifies as a non-profit organization under Section 501(c)(3) of the Internal Revenue Code. Trinity Center is a non-profit camp and conference center sponsored by the Episcopal Diocese of East Carolina and is under the Tax exempt non-profit organization ruling as a part of the Church and therefore, is not subject to income tax.

See accountants' report.

DIOCESE OF EAST CAROLINA
Kinston, North Carolina
NOTES TO FINANCIAL STATEMENTS (CONT'D)
December 31, 1992

(1) SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Cont'd)

Fixed Assets and Depreciation

Plant Fund:

Real estate is recorded at appraised values as determined by Diocesan officials rather than at cost or acquisition appraisal value except for the Kinston Diocesan House which is recorded at cost. In accordance with the Accounting Principles of the Episcopal Church, no depreciation expense is recognized on church-related real estate. Also, in accordance with the Accounting Principles of the Episcopal Church, it is the policy of the Diocese to expense the costs of furniture, fixtures and equipment in the year acquired rather than to capitalize and depreciate them. However, equipment and improvements for the Camp and Conference Center Fund are recorded as fixed assets and are being depreciated over their estimated useful lives, as required for non-church-related assets.

Camp and Conference Center Fund:

The Camp and Conference Center Fund does not maintain a complete inventory of fixed assets. They also do not have supporting documentation for the expensing or accumulation of depreciation.

Other Matters

All gains and losses arising from the sale, collection, or other disposition of investments and other noncash assets are accounted for in the fund that owned the assets. Ordinary income from investments, receivables, and the like is accounted for in the fund owning the assets.

Legally enforceable pledges less an allowance for uncollectible accounts are recorded as receivables in the year made. Pledges for support of current operations are recorded as operating fund support.

Certain funds of the Diocese make disbursements to other funds of the Diocese for specific purposes. Significant inter-fund transactions are eliminated in consolidation.

(2) PURPOSE AND ORGANIZATION

The Diocese of East Carolina is an administrative organization under the canons and general convention of the Protestant Episcopal Church in the United States serving parish and mission Episcopal churches in a region of eastern North Carolina. Its purpose is to provide certain religious and administration functions under these canons. The Diocese was established in 1883.

Trinity Center, the Camp and Conference Center, commenced operations in April 1986 as a non-profit conference center sponsored by the Diocese of East Carolina as a part of the National Protestant Episcopal Church. The management

See accountants' report.

(2) PURPOSE AND ORGANIZATION (Cont'd)

of the Center is under the control of the membership. The purposes of the Camp and Conference Center are to provide a non-profit religious conference center; to provide a non-profit summer camp for children of the Episcopal Diocese; to utilize the resources of the barrier islands in providing a barrier island environment education program.

The camp fund receives camp tuition, scholarships and grants, and pays the Camp and Conference Center a fee for each camper attending camp. Certain expenses are also paid by the camp fund.

The purpose of the Trustees is to manage certain funds which have been given to the Diocese of East Carolina subject to certain restrictions regarding their use.

(3) CASH SURRENDER VALUE OF LIFE INSURANCE

The Diocese is the owner and beneficiary of certain life insurance policies. The cash surrender value is adjusted annually at December 31 to reflect the change in value during the year.

(4) ADVANCE DEPOSITS

Advance deposits are amounts received for conference center reservations. Such deferred revenue is substantially recognizable within one year.

(5) NOTES PAYABLE

Obligations under notes payable consist of the following:

	December 31, 1992
Wachovia Bank and Trust Co., $25,000 note, interest at 7%, payable $2,163.17 per month during 1993, security unknown.	$ 25,000.00
Wachovia Bank & Trust Co., $21,000 note dated 3/1/91 payable $7,000 annually plus interest at prime plus 1/2%, unsecured.	7,165.00
Trustees of the Diocese of East Carolina (a related party), no interest, note payable in annual installments of $1,668 beginning August 8, 1992 and continuing until maturity on August 8, 2002; the note is unsecured. (Eliminated in consolidation)	14,868.00
Subtotal	$ 47,033.00

See accountants' report.

DIOCESE OF EAST CAROLINA
Kinston, North Carolina
NOTES TO FINANCIAL STATEMENTS (CONT'D)
December 31, 1992

(5) NOTES PAYABLE (Cont'd)

Subtotal brought forward	$ 47,033.00
Sara Graham Kenan Fund of the Episcopal Foundation of the Diocese of East Carolina, Inc. (a related party), interest rate of 10%, monthly payments of $1,173.50 and a final payment of $130,410.00 on November 15, 1990. Renewal terms of this note are under negotiation. This note is unsecured.	129,036.51
Total	176,069.51
Less current portion	162,869.51
Long-term debt	13,200.00
Less eliminated in consolidation	13,200.00
Long-term debt after consolidation	$ 0.00

Maturities of notes payable for the consolidated entity over the next five years are as follows:

1993	$ 0.00
1994	0.00
1995	0.00
1996	0.00
1997	0.00
Thereafter	0.00
Total	$ 0.00

(6) RELATED PARTY TRANSACTIONS

Trinity Center is sponsored by the Diocese of East Carolina. Any member of the Diocese is charged a reduced rate for the facilities at Trinity Center. The Diocese remits to Trinity Center a flat rate for each Episcopal child that attends camp at Trinity Center.

(7) DONATIONS AND GIFTS

All contributions are considered to be available for unrestricted use unless specifically restricted by the donor.

See accountants' report.

(8) INVESTMENTS

Marketable securities are shown in the balance sheet at the lower of aggregate cost or market. Market values at December 31, 1992 are as follows:

	December 31 1992
Aggregate cost	
Stock mutual funds	$ 38,542.12
Stocks	2,750.00
Bonds	9,804.40
Total	51,096.52
Unrealized gain	84,439.36
Market value	$ 135,535.88

(9) CONCENTRATION OF CREDIT RISK

The Trustees Restricted Fund has a note receivable from Board of Missions, Inc., The North Carolina Conference of the United Methodist Church with a principal balance of $250,000.00 at December 31, 1992. The note calls for annual payments of principal of $75,000 plus interest at 8% to be paid beginning July 1, 1992, and ending on July 1, 1996.

(10) ADDITIONAL FUND ASSETS

In prior years, several bank accounts which have been established for specified purposes other than the operation of the diocese have been considered as not being assets of the Diocese. Upon further clarification from the national office of the Episcopal Church, these accounts were determined to be assets of the Diocese of East Carolina. Accordingly, the balances of these accounts have been added to the appropriate asset and fund balance accounts.

(11) COMMITMENTS AND CONTINGENT LIABILITIES

The Trustees of the Diocese of East Carolina are obligated to make annual annuity payments of $2,000 to a certain contributor or his spouse for the life time of the contributor and his spouse under the terms of a charitable remainder trust agreement.

See accountants' report.

Schedule 1

DIOCESE OF EAST CAROLINA
Kinston, North Carolina
SCHEDULE OF GRANTS OUTSIDE THE DIOCESE
For the year ended December 31, 1992

	Operating Fund	Camp and Conference Center Fund
Grants:		
Kanuga	$ 1,000.00	$ 0.00
Thompson Children's Orphanage	7,500.00	0.00
St. Mary's College	1,000.00	0.00
St. Mary's Chapel Fund	1,000.00	0.00
St. Mary's Building Fund	1,000.00	0.00
St. Augustine's College	6,500.00	0.00
University of the South -Sewanee	1,000.00	0.00
North Carolina Council of Churches	3,000.00	0.00
Creative Stewardship	51,170.00	0.00
Prison commission	4,200.00	0.00
Ecumenical relations	2,456.83	0.00
Episcopal Radio/TV Foundation	1,200.00	0.00
Shepherd's Staff	6,000.00	0.00
Good Shepherd's House	10,000.00	0.00
Hunger commission	606.02	0.00
Community Developers - Beaufort & Hyde Counties	11,360.00	0.00
Episcopal Farmworkers Ministries	39,449.58	0.00
Total Grants Outside Diocese	$ 148,442.43	$ 0.00

Camp Fund	Plant Fund	Restricted Fund	Trustees Restricted Fund	Consolidated
$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 1,000.00
0.00	0.00	0.00	0.00	7,500.00
0.00	0.00	0.00	0.00	1,000.00
0.00	0.00	0.00	0.00	1,000.00
0.00	0.00	0.00	0.00	1,000.00
0.00	0.00	0.00	0.00	6,500.00
0.00	0.00	0.00	0.00	1,000.00
0.00	0.00	0.00	0.00	3,000.00
0.00	0.00	39,258.40	0.00	39,258.40
0.00	0.00	0.00	0.00	4,200.00
0.00	0.00	0.00	0.00	2,456.83
0.00	0.00	0.00	0.00	1,200.00
0.00	0.00	0.00	0.00	6,000.00
0.00	0.00	0.00	0.00	10,000.00
0.00	0.00	0.00	0.00	606.02
0.00	0.00	0.00	0.00	11,360.00
0.00	0.00	0.00	0.00	39,449.58
$ 0.00	$ 0.00	$ 39,258.40	$ 0.00	$ 136,530.83

See accountants' report.

Schedule 2

DIOCESE OF EAST CAROLINA
Kinston, North Carolina
SCHEDULE OF DIOCESAN PROGRAMS
For the year ended December 31, 1992

	Operating Fund	Camp and Conference Center Fund
Diocesan Programs:		
Camps and conferences	$ 25,000.00	$ 0.00
Bishop's Discretionary Fund disbursements	36,340.21	0.00
Commission on sexuality	1,726.23	0.00
Disbursements from Restricted Fund	0.00	0.00
Department of Christian Ministries	228.77	0.00
Department of Evangelism	321.14	0.00
Department of Mission:		
Grants to churches	57,949.99	0.00
Mission to Black congregations	0.00	0.00
Moving	1,327.35	0.00
Departmental expense	623.17	0.00
Area Studies	0.00	0.00
Planning Conference	765.00	0.00
Small church conference	1,450.00	0.00
Parish support conference	2,239.00	0.00
Department of Stewardship	1,613.70	0.00
Trinity Center Grant - OSV	0.00	0.00
Liturgical Commission	3,482.96	0.00
Commission on Aging	824.66	0.00
Program Committee	854.42	0.00
Alcohol Commission	802.80	0.00
Diocesan Resource Center	3,857.68	0.00
Creative Stewardship Grants	9,030.00	0.00
Family Ministry	7.60	0.00
Committee on the Diaconate	48.05	0.00
Commission on Ministry	1,723.77	0.00
Total Diocesan Programs	$ 150,216.50	$ 0.00

Camp Fund	Plant Fund	Restricted Fund	Trustees Restricted Fund	Consolidated
$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00
0.00	0.00	0.00	0.00	36,340.21
0.00	0.00	0.00	0.00	1,726.23
0.00	0.00	0.00	186,617.74	182,617.74
0.00	0.00	0.00	0.00	228.77
0.00	0.00	0.00	0.00	321.14
0.00	0.00	0.00	0.00	57,949.99
0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	0.00	1,327.35
0.00	0.00	0.00	0.00	623.17
0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	0.00	765.00
0.00	0.00	0.00	0.00	1,450.00
0.00	0.00	0.00	0.00	2,239.00
0.00	0.00	0.00	0.00	1,613.70
0.00	0.00	18,000.00	0.00	0.00
0.00	0.00	0.00	0.00	3,482.96
0.00	0.00	0.00	0.00	824.66
0.00	0.00	0.00	0.00	854.42
0.00	0.00	0.00	0.00	802.80
0.00	0.00	0.00	0.00	3,857.68
0.00	0.00	13,027.66	0.00	486.00
0.00	0.00	0.00	0.00	7.60
0.00	0.00	0.00	0.00	48.05
0.00	0.00	0.00	0.00	1,723.77
$ 0.00	$ 0.00	$ 31,027.66	$ 186,617.74	$ 299,290.24

See accountants' report.

Schedule 3

DIOCESE OF EAST CAROLINA
Kinston, North Carolina
SCHEDULE OF ADMINISTRATIVE COSTS
For the year ended December 31, 1992

	Operating Fund	Camp and Conference Center Fund
Bishop:		
Salary	$ 48,686.68	$ 0.00
Social Security	4,999.00	0.00
Pension premium	11,335.48	0.00
Utilities	2,762.00	0.00
Travel	14,390.00	0.00
Housing	16,578.00	0.00
Assistant for Program and Ministry:		
Salary	27,079.90	0.00
Social Security	2,358.00	0.00
Pension premium	5,779.80	0.00
Utilities	2,634.96	0.00
Travel	5,151.16	0.00
Housing	7,821.00	0.00
Other expense	0.00	0.00
Episcopal Assistance	4,241.50	0.00
Assistant for Finance and Administration	35,652.44	0.00
Youth Coordinator:		
Salary	29,633.04	0.00
Travel	3,800.00	0.00
Payment for IRA	3,270.63	0.00
Provincial and National Meetings	2,436.00	0.00
Subtotal	$ 228,609.59	$ 0.00

Camp Fund	Plant Fund	Restricted Fund	Trustees Restricted Fund	Consolidated
$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 48,686.68
0.00	0.00	0.00	0.00	4,999.00
0.00	0.00	0.00	0.00	11,335.48
0.00	0.00	0.00	0.00	2,762.00
0.00	0.00	0.00	0.00	14,390.00
0.00	0.00	0.00	0.00	16,578.00
0.00	0.00	0.00	0.00	27,079.90
0.00	0.00	0.00	0.00	2,358.00
0.00	0.00	0.00	0.00	5,779.80
0.00	0.00	0.00	0.00	2,634.96
0.00	0.00	0.00	0.00	5,151.16
0.00	0.00	0.00	0.00	7,821.00
0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	0.00	4,241.50
0.00	0.00	0.00	0.00	35,652.44
0.00	0.00	0.00	0.00	29,633.04
0.00	0.00	0.00	0.00	3,800.00
0.00	0.00	0.00	0.00	3,270.63
0.00	0.00	0.00	0.00	2,436.00
$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 228,609.59

See accountants' report.

Schedule 3

DIOCESE OF EAST CAROLINA
Kinston, North Carolina
SCHEDULE OF ADMINISTRATIVE COSTS (CONT'D)
For the year ended December 31, 1992

	Operating Fund	Camp and Conference Center Fund
Diocesan Offices:		
Secretaries	$ 54,424.88	$ 0.00
S.D.O./Camp Registrar	4,506.66	0.00
Payments for IRA	9,793.32	0.00
Pension supplement	0.00	0.00
Diocesan house interest	12,964.88	0.00
Postage & printing	16,492.87	0.00
Telephone	13,067.04	0.00
General office expense	18,244.34	0.00
Payroll taxes	19,297.45	0.00
Audit expense	4,127.83	0.00
Yard service	1,305.71	0.00
Utilities	6,602.40	0.00
Janitorial	3,373.96	0.00
Insurance:		
Health and life insurance	76,445.76	0.00
Medicare supplement	22,004.00	0.00
Diocesan insurance	16,625.33	0.00
Graham capital improvement	2,975.26	0.00
Diocesan convention	18,353.92	0.00
Theological Education:		
Grants to seminarians	20,056.53	0.00
Continuing education - Clergy	4,055.00	0.00
Clergy conference	2,006.33	0.00
Subtotal	$ 326,723.47	$ 0.00

Camp Fund	Plant Fund	Restricted Fund	Trustees Restricted Fund	Consolidated
$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 54,424.88
0.00	0.00	0.00	0.00	4,506.66
0.00	0.00	0.00	0.00	9,793.32
0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	0.00	12,964.88
0.00	0.00	0.00	0.00	16,492.87
0.00	0.00	0.00	0.00	13,067.04
0.00	289.18	0.00	0.00	18,533.52
0.00	0.00	0.00	0.00	19,297.45
0.00	97.30	0.00	0.00	4,225.13
0.00	0.00	0.00	0.00	1,305.71
0.00	0.00	0.00	0.00	6,602.40
0.00	0.00	0.00	0.00	3,373.96
0.00	0.00	0.00	0.00	76,445.76
0.00	0.00	0.00	0.00	22,004.00
0.00	0.00	0.00	0.00	16,625.33
0.00	0.00	0.00	0.00	2,975.26
0.00	0.00	0.00	0.00	18,353.92
0.00	0.00	0.00	0.00	20,056.53
0.00	0.00	0.00	0.00	4,055.00
0.00	0.00	0.00	0.00	2,306.33
$ 0.00	$ 386.48	$ 0.00	$ 0.00	$ 327,409.95

See accountants' report.

Schedule 3

DIOCESE OF EAST CAROLINA
Kinston, North Carolina
SCHEDULE OF ADMINISTRATIVE COSTS (CONT'D)
For the year ended December 31, 1992

	Operating Fund	Camp and Conference Center Fund
Department of Communications:		
Editor's salary	$ 14,756.02	$ 0.00
Contributing editors	1,564.31	0.00
Expenses and photos	3,049.49	0.00
Publication	35,643.23	0.00
Department of College Work	27,905.00	0.00
Department of Christian Education:		
Department work	985.00	0.00
Youth	8,014.00	0.00
Education for ministry	1,500.00	0.00
Other Administrative Expenses:		
Salaries and wages	0.00	326,578.67
Payroll taxes	0.00	24,645.69
Employee benefits	0.00	21,885.30
Automobile and boat expenses	0.00	1,431.35
Dues and publications	0.00	972.07
Employee training	0.00	1,091.52
Equipment and lease	0.00	3,037.07
Insurance	0.00	43,567.60
License and permits	0.00	1,942.14
Office supplies, postage and printing	0.00	9,208.54
Pest control	0.00	70.54
Professional services	0.00	14,149.50
Service contracts	0.00	1,077.30
Travel	0.00	4,840.14
Advertising	0.00	1,733.19
TEEP expenses	0.00	20,062.18
Elderhostel expenses	0.00	7,090.83
Food and supplies	0.00	137,734.86
Housekeeping expenses	0.00	52,028.12
Interest expense	0.00	1,772.53
Miscellaneous	0.00	972.78
Repairs and maintenance	0.00	22,540.04
Supplies	0.00	1,092.99
Telephone	0.00	7,361.04
Utilities, trash and sewage removal	0.00	67,862.55
Canteen	0.00	0.00
T-shirts	0.00	0.00
Trinity Center - camper fees	0.00	0.00
Depreciation	0.00	0.00
Annuity payment	0.00	0.00
Honoraria	0.00	0.00
Subtotal	$ 93,417.05	$ 774,748.54

Camp Fund	Plant Fund	Restricted Fund	Trustees Restricted Fund	Consolidated
$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 14,756.02
0.00	0.00	0.00	0.00	1,564.31
0.00	0.00	0.00	0.00	3,049.49
0.00	0.00	0.00	0.00	35,643.23
0.00	0.00	0.00	0.00	27,905.00
0.00	0.00	0.00	0.00	985.00
0.00	0.00	0.00	0.00	8,014.00
0.00	0.00	0.00	0.00	1,500.00
31,795.29	0.00	0.00	0.00	358,373.96
2,391.79	0.00	0.00	0.00	27,037.48
0.00	0.00	0.00	0.00	21,885.30
93.97	0.00	0.00	0.00	1,525.32
1,063.19	0.00	0.00	0.00	2,035.26
2,493.59	0.00	0.00	0.00	3,585.11
0.00	0.00	0.00	0.00	3,037.07
1,798.84	0.00	0.00	0.00	45,366.44
0.00	0.00	0.00	0.00	1,942.14
3,469.43	0.00	0.00	0.00	12,677.97
0.00	0.00	0.00	0.00	70.54
0.00	0.00	0.00	375.00	14,524.50
0.00	0.00	0.00	0.00	1,077.30
0.00	0.00	0.00	0.00	4,840.14
0.00	0.00	0.00	0.00	1,733.19
0.00	0.00	0.00	0.00	20,062.18
0.00	0.00	0.00	0.00	7,090.83
0.00	0.00	0.00	0.00	137,734.86
0.00	0.00	0.00	0.00	52,028.12
0.00	0.00	0.00	0.00	1,772.53
52.20	0.00	128.88	0.00	1,153.86
2,056.91	3,520.47	0.00	0.00	28,117.42
9,718.87	0.00	0.00	0.00	10,811.86
850.00	0.00	0.00	0.00	8,211.04
0.00	0.00	0.00	0.00	67,862.55
1,690.70	0.00	0.00	0.00	1,690.70
4,466.56	0.00	0.00	0.00	4,466.56
89,973.58	0.00	0.00	0.00	0.00
1,293.99	0.00	0.00	0.00	1,293.99
0.00	0.00	2,000.00	0.00	2,000.00
300.00	0.00	0.00	0.00	300.00
$ 153,508.91	$ 3,520.47	$ 2,128.88	$ 375.00	$ 937,725.27

See accountants' report.

Schedule 3

DIOCESE OF EAST CAROLINA
Kinston, North Carolina
SCHEDULE OF ADMINISTRATIVE COSTS (CONT'D)
For the year ended December 31, 1992

	Operating Fund	Camp and Conference Center Fund
Subtotal of page #15	$ 228,609.59	$ 0.00
Subtotal of page #16	326,723.47	0.00
Subtotal of page #17	93,417.05	774,748.54
Total Administrative Costs	$ 648,750.11	$ 774,748.54

Camp Fund	Plant Fund	Restricted Fund	Trustees Restricted Fund	Consolidated
$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 228,609.59
0.00	386.48	0.00	0.00	327,409.95
153,508.91	3,520.47	2,128.88	375.00	937,725.27
$ 153,508.91	$ 3,906.95	$ 2,128.88	$ 375.00	$ 1,493,744.81

See accountants' report.

Schedule 4

DIOCESE OF EAST CAROLINA
Kinston, North Carolina
SCHEDULE OF CLEARING ITEMS RECEIVED AND DISBURSED
For the year ended December 31, 1992

	Operating Fund
Transfers - Insurance	$ 565.20
Transfer - Trustees	175,815.01
Presiding Bishop's Fund/Crossroads	2,000.00
Various - Presiding Bishop's Fund	353.46
Various - United Thank Offering	569.44
Domestic Foreign Missionary Society/Various	29,200.00
Various - Convention service	1,014.45
Convention/Shepherd's Staff	878.57
Various - Conferences	650.00
Camp Trinity Scholarship transfers	500.00
Various/Jerusalem Fund	24.65
Transfer - Husky Fund	4,000.00
Deacon Ordination	767.50
Hampstead/Camp Oceanside transfer	243.00
Domestic Foreign Missionary Society PIASCO	5,000.00
Various/Hurricane Andrew Relief	8,165.49
Diocesan House repairs - transfers	1,120.47
Swansboro pledge transfer	500.00
Various miscellaneous transfers	1,607.00
Total	$ 232,974.24

See accountants' report.

Schedule 5

TRUSTEES RESTRICTED FUND
DIOCESE OF EAST CAROLINA
Kinston, North Carolina
SCHEDULE OF INVESTED FUNDS
December 31, 1992

	Total	Principal	Income
Carolyn M. Barber:			
Wellington Fund-91.855 sh.	$ 1,001.04	$ 825.41	$ 175.63
Samuel Hyde Cabot Memorial Scholarship:			
Bonds - L&N Ry. 4 7/8% due 1987	0.00	0.00	0.00
Wellington Fund - 65.029 sh.	566.98	518.19	48.79
	566.98	518.19	48.79
Elizabeth Strange McNeil Elliott Memorial:			
Wellington Fund-91.575 sh.	1,106.66	1,000.00	106.66
Episcopal Residence Fund:			
Wachovia Bank C/D	1,500.00	0.00	1,500.00
Harriet Elizabeth Gaylord Memorial:			
Wellington Fund-36.631 sh.	358.02	315.42	42.60
Funds for Grace Church-Plymouth:			
Bonds - L&N ry. 4 7/8%-1987	0.00	0.00	0.00
American Brands-1,600 sh.	1,250.00	1,250.00	0.00
CP&L - 20 sh. $5 pfd.	1,500.00	1,500.00	0.00
	2,750.00	2,750.00	0.00
Sadie Hargrove Memorial:			
Wellington Fund-706.127 sh.	6,155.21	2,473.13	3,682.08
Edwin Harris Property:			
Wachovia Cash Inv. Acct.	6,551.18	3,468.03	3,083.15
John Harvey:			
Bond - L&N Ry. 4 7/8%-1987	0.00	0.00	0.00
Wellington Fund-99.422 sh.	971.95	856.14	115.81
Peoples S&L-full paid shares	300.00	300.00	0.00
	1,271.95	1,156.14	115.81

See accountants' report.

Schedule 5

TRUSTEES RESTRICTED FUND
DIOCESE OF EAST CAROLINA
Kinston, North Carolina
SCHEDULE OF INVESTED FUNDS (CONT'D)
December 31, 1992

	Total	Principal	Income
Joseph Huske:			
Bonds - L&N Ry. 4 7/8%-1987	0.00	0.00	0.00
Miscellaneous:			
Loan - Trinity Center	14,868.00	0.00	14,868.00
Loan - St. Andrew's Wilmington	6,296.56	0.00	6,296.56
Loan - Whitside	3,000.00	0.00	3,000.00
Lot - Boiling Springs Lake	2,000.00	0.00	2,000.00
Wachovia Bank C/D	2,075.42	1,700.00	375.42
	28,239.98	1,700.00	26,539.98
Fred Outland Trust:			
Shearson-Lehman Cash Rsv.	40,683.80	0.00	40,683.80
Raleigh Road real estate - Fayetteville:			
Shearson-Lehman Cash Rsv.	108,495.89	0.00	108,495.89
St. Mark's Fayetteville			
Note - NC Methodist Church	250,000.00	250,000.00	0.00
Accrued interest on note	10,000.00	0.00	10,000.00
	260,000.00	250,000.00	10,000.00
Roper-Weeks Trust:			
Wellington Fund 154.147 sh.	2,226.02	2,070.00	156.02
Frederick Wolfenden Memorial:			
Mass. Investors Trust-1,554 sh.	12,227.64	8,637.81	3,589.83
Sally Wolfenden Memorial:			
Mass. Investors Trust-1,554 sh.	12,227.64	8,637.81	3,589.83
Julia K. Woolvin Memorial:			
Wellington Fund-125.585 sh.	1,227.72	1,081.44	146.28
Wright Trust:			
Washington Mutual Investors Fund - 108 sh.	473.24	0.00	473.24
Total	$ 487,062.97	$ 284,633.38	$ 202,429.59

See accountants' report.

Schedule 6

TRUSTEES RESTRICTED FUND
DIOCESE OF EAST CAROLINA
Kinston, North Carolina
RECAPITULATION OF FUND BALANCES - PRINCIPAL
December 31, 1992

	Principal Cash	
	Balance Jan. 1, 1992	Balance Dec. 31, 1992
Carolyn M. Barber	$ 0.00	$ 0.00
Samuel Cabot Memorial Scholarship	230.37	3,230.37
Elizabeth Strange McNeil Elliott Memorial	0.00	0.00
Harriet Elizabeth Gaylord Memorial	0.00	0.00
Fund for Grace Church - Plymouth	0.00	1,663.00
Sudie Hargrove Memorial	80.00	80.00
Edwin Harris Property	0.00	0.00
John Harvey	71.25	1,071.25
Miscellaneous	3.96	3.96
St. Mark's Fayetteville	0.00	0.00
Roper-Weeks Trust	0.00	0.00
Frederick Wolfenden Memorial	11.71	11.71
Sally Wolfenden Memorial	11.71	11.71
Julia K. Woolvin Memorial	0.00	0.00
Total	$ 409.00	$ 6,072.00

Invested Fund			
Balance Jan. 1, 1992	Increases and Reductions	Balance Dec. 31, 1992	Total Balance Dec. 31, 1992
$ 811.08	$ 14.33	$ 825.41	$ 825.41
3,518.19	(3,000.00)	518.19	3,748.56
1,000.00	0.00	1,000.00	1,000.00
315.42	0.00	315.42	315.42
4,413.00	(1,663.00)	2,750.00	4,413.00
2,473.13	0.00	2,473.13	2,553.13
3,468.03	0.00	3,468.03	3,468.03
2,156.14	(1,000.00)	1,156.14	2,227.39
1,700.00	0.00	1,700.00	1,703.96
325,000.00	(75,000.00)	250,000.00	250,000.00
2,070.00	0.00	2,070.00	2,070.00
5,699.15	2,938.66	8,637.81	8,649.52
5,699.15	2,938.66	8,637.81	8,649.52
1,081.44	0.00	1,081.44	1,081.44
$ 359,404.73	$ (74,771.35)	$ 284,633.38	$ 290,705.38

See accountants' report.

Schedule 7

TRUSTEES RESTRICTED FUND
DIOCESE OF EAST CAROLINA
Kinston, North Carolina
RECAPITULATION OF FUND BALANCES - INCOME
For the year ended December 31, 1992

	Income Cash			
	Balance Jan 1, 1992	Income and Transfers	Reductions	Balance Dec. 31, 1992
Alice Hoffman Center (Bogue Banks)	$ 400.00	$ 0.00	$ 400.00	$ 0.00
Carolyn M. Barber	753.73	0.00	0.00	753.73
Samuel Hyde Cabot Memorial Scholarship	2,091.63	39.03	0.00	2,130.66
Camp Leach - Anna Outland Bequest	1,950.00	0.00	1,950.00	0.00
Clergy foreign travel fund	5,546.67	3,296.82	4,250.00	4,593.49
Eliz. Strange McNeil Mem.	908.41	54.96	0.00	963.37
Episcopal Residence Fund	1,028.39	99.60	0.00	1,127.99
Harriet Elizabeth Gaylord Mem.	400.02	43.61	428.97	14.66
Fund for Grace Church, Plymouth	3,314.00	3,142.40	3,289.00	3,167.40
Graham Capital Imp. Fund	(1,639.02)	0.00	0.00	(1,639.02)
Migrant Ministries and Day Care	31,006.43	39,660.42	50,628.51	20,038.34
Sudie Hargrove Mem.	4,794.30	423.69	0.00	5,217.99
Edwin Harris Prop.	8,368.16	0.00	0.00	8,368.16
John Harvey	1,620.53	72.09	1,640.41	52.21
Josephine Hatch Hinton	0.00	0.00	0.00	0.00
Joseph Huske	445.69	1,000.00	0.00	1,445.69
Miscellaneous	22,214.55	8,140.34	9,674.57	20,680.32
Fred Outland Trust	6,940.23	21,820.85	5,020.43	23,740.65
Prison Ministries	1,610.17	120.00	80.00	1,650.17
Raleigh Rd - real estate, Fay'le	(56,845.65)	0.00	0.00	(56,845.65)
St. Mark's - Fayetteville Real Estate	63,431.88	109,000.00	92,375.00	80,056.88
Roper-Weeks Trust	152.60	92.49	183.43	61.66
Theo. Ed.-Anna Outland Bequest	(2,536.83)	4,000.00	4,000.00	(2,536.83)
Frederick Wolfenden Memorial	3,784.30	345.62	5,247.47	(1,117.55)
Sally Wolfenden Memorial	3,581.28	345.61	3,581.28	345.61
Julia K. Wolfenden Memorial	1,374.13	1,075.46	2,399.35	50.24
Wright Trust	960.25	45.36	975.37	30.24
John B. Yarnell Bequest	1,646.18	0.00	1,646.18	0.00
Totals	$ 107,302.03	$ 192,818.35	$ 187,769.97	$ 112,350.41

Invested Income

Balance Jan. 1, 1992	Additions	Reductions	Balance Dec. 31, 1992	Total Balance Dec. 31, 1992
$ 0.00	$ 0.00	$ 0.00	$ 0.00	$ 0.00
92.60	83.03	0.00	175.63	929.36
48.79	0.00	0.00	48.79	2,179.45
0.00	0.00	0.00	0.00	0.00
0.00	0.00	0.00	0.00	4,593.49
106.66	0.00	0.00	106.66	1,070.03
1,500.00	0.00	0.00	1,500.00	2,627.99
42.60	0.00	0.00	42.60	57.26
337.00	0.00	337.00	0.00	3,167.40
0.00	0.00	0.00	0.00	(1,639.02)
0.00	0.00	0.00	0.00	20,038.34
3,682.08	0.00	0.00	3,682.08	8,900.07
2,879.02	204.13	0.00	3,083.15	11,451.31
115.81	0.00	0.00	115.81	168.02
0.00	0.00	0.00	0.00	0.00
1,000.00	0.00	1,000.00	0.00	1,445.69
30,529.52	22.58	4,012.12	26,539.98	47,220.30
39,299.27	1,384.53	0.00	40,683.80	64,424.45
0.00	0.00	0.00	0.00	1,650.17
104,803.81	3,692.08	0.00	108,495.89	51,650.24
13,000.00	0.00	3,000.00	10,000.00	90,056.88
156.02	0.00	0.00	156.02	217.68
0.00	0.00	0.00	0.00	(2,536.83)
3,589.83	0.00	0.00	3,589.83	2,472.28
3,589.83	0.00	0.00	3,589.83	3,935.44
146.28	0.00	0.00	146.28	196.52
473.24	0.00	0.00	473.24	503.48
0.00	0.00	0.00	0.00	0.00
$ 205,392.36	$ 5,386.35	$ 8,349.12	$ 202,429.59	$ 314,780.00

See accountants' report.

DEANERIES OF THE DIOCESE OF EAST CAROLINA

471 AM P 1221
03/06/98 32596
SELF
INFORMATION CONSERVATION, INC.